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UMBRELLA FINAL
AGREEMENT
IMPLEMENTATION
PLAN




COUNCIL FOR YUKON
INDIANS



Indian and Northern
Affairs Canada

Affaires indiennes
et du Nord Canada

Canada



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UMBRELLA FINAL AGREEMENT

IMPLEMENTATION PLAN

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UMBRELLA FINAL AGREEMENT
IMPLEMENTATION PLAN

INDEX

| | Page |
|--|-------------|
| 1. UFA IMPLEMENTATION PLAN | 1 |
| 2. ACRONYMS | 13 |
| 3. ANNEX A - ACTIVITY PLANS | 15 |
| 4. ANNEX B - BOARDS, COMMISSIONS AND COUNCILS | 83 |
| - PART 1 | 85 |
| GENERAL PROVISIONS | |
| - PART 2 | 88 |
| BOARD TRAINING AND CROSS CULTURAL | |
| ORIENTATION AND EDUCATION | |
| - PART 3 | 91 |
| ABORIGINAL LANGUAGE SERVICES | |
| - PART 4 | 91 |
| BOARD MANDATES AND ACTIVITIES | |
| ENROLLMENT COMMISSION | 92 |
| SURFACE RIGHTS BOARD | 94 |
| YUKON LAND USE PLANNING COUNCIL | 96 |
| YUKON HERITAGE RESOURCES BOARD | 98 |
| YUKON GEOGRAPHICAL PLACE NAMES | 100 |
| BOARD | |

| | | |
|------------|---|------------|
| | YUKON WATER BOARD | 102 |
| | FISH AND WILDLIFE MANAGEMENT BOARD | 104 |
| | SALMON SUB-COMMITTEE | 108 |
| | DISPUTE RESOLUTION BOARD | 111 |
| - | PART 5 | |
| | BUDGET PROCEDURES AND FINANCIAL ARRANGEMENTS | 113 |
| 5. | ANNEX C - INFORMATION STRATEGY | 114 |
| 6. | ANNEX D - PROGRAM MODIFICATION PROCESS | 116 |
| 7. | ANNEX E - ARRANGEMENTS FOR TRAINING AND THE TRAINING POLICY COMMITTEE | 118 |
| 8. | ANNEX F - PART 1 - YUKON RIVER DRAINAGE BASIN SALMON HARVEST STUDY | 123 |
| | - PART 2 - YUKON FIRST NATION FINANCIAL INSTITUTION VIABILITY STUDY | 125 |
| 9. | ANNEX G - IMPACT OF SETTLEMENT AGREEMENTS ON GOVERNMENT REGULATORY REGIMES | 128 |
| 10. | ANNEX H - SALMON ENHANCEMENT IN YUKON | 129 |
| 11. | SCHEDULE 1 - SCHEDULE OF FINANCIAL PAYMENTS | 131 |
| 12. | SCHEDULE 2 - SCHEDULE OF FINANCIAL PAYMENTS | 139 |

UMBRELLA FINAL AGREEMENT
IMPLEMENTATION PLAN

AMONG:

Her Majesty the Queen in right of Canada, as represented by the Minister of Indian Affairs and Northern Development (hereinafter referred to as "Canada");

AND:

The Council for Yukon Indians, acting on its own behalf and on behalf of the Yukon First Nations, as represented by its Chair (hereinafter referred to as "CYI");

AND:

The Government of the Yukon, as represented by the Government Leader (hereinafter referred to as "Yukon");

hereinafter referred to as the "Parties".

WHEREAS:

The Parties signed the document entitled the Umbrella Final Agreement on the 29th day of May, 1993 (such document being hereinafter referred to as the "UFA");

The UFA provides that each Yukon First Nation Final Agreement (hereinafter referred to as a "YFNFA"), as such term is defined in the UFA, is to incorporate the provisions of the UFA;

As at the date hereof, YFNFAs with the following Yukon First Nations have been signed by each of Canada, the Yukon and the following Yukon First Nations:

First Nation of Nacho Nyak Dun,
Champagne and Aishihik First Nations,
Vuntut Gwitchin First Nation, and
Teslin Tlingit Council;

Chapter 28 of the UFA, among other things, provides for the completion and approval by the Parties of an implementation plan for the UFA;

The representatives of the Parties have developed this Implementation Plan (hereinafter referred to as the "Plan"), which identifies certain activities to be undertaken and certain payments to be made with respect to the implementation of the UFA;

NOW THEREFORE, the Parties agree as follows:

Interpretation of the Plan

1. No provision of the Plan shall be considered an amendment to or modification of or derogation from the provisions of the UFA or any Settlement Agreement.
2. Where there is any inconsistency or conflict between the provisions of the Plan and the provisions of the UFA or a Settlement Agreement, the provisions of the UFA or the Settlement Agreement, as the case may be, shall prevail to the extent of the conflict or inconsistency.
3. Unless the context otherwise requires, capitalized words and phrases in the Plan shall have the meanings assigned in the UFA.

4. The Plan shall be interpreted so as to promote the implementation of the provisions of the UFA and to avoid conflict or inconsistency with the provisions of the UFA.

Legal Status of the Plan

5. The Plan shall be attached to but shall not form part of the UFA.
6. The provisions of the Plan contained in paragraphs 9, 10, 11, 14, 19 and 20, and Schedules 1 and 2, constitute a contract between the Parties. Pursuant to 28.4.8 of the UFA, the Parties expressly intend that the provisions of the remaining portions of the Plan and the provisions of the Plan contained in Annexes A, B, C, D, E, F, G and H do not constitute a contract between the Parties.
7. Subject to paragraph 6, the provisions of the Plan which are expressly non-contractual represent the agreement of the Parties regarding the manner in which the provisions of the UFA will be implemented, and are not intended to create legal obligations.

Contents of the Plan

8. The Plan consists of the provisions contained herein, and the documents set out below.

8.1 Annex A: "Activity Plans" describing specific activities, projects and measures for implementation of the Umbrella Final Agreement;

8.2 Annex B: Arrangements in respect of the:

Enrollment Commission;

Surface Rights Board;

Yukon Land Use Planning Council;

Yukon Heritage Resources Board;
Yukon Geographical Place Names Board;
Yukon Water Board;
Fish and Wildlife Management Board and its
Salmon Sub-Committee; and
Dispute Resolution Board;

- 8.3 Annex C: An information strategy;
- 8.4 Annex D: A process to identify Government programs which should be modified to assist in the implementation of the Settlement Agreements;
- 8.5 Annex E: Arrangements in respect of the Training Policy Committee and the work plan required pursuant to 28.7.4.3 of the UFA;
- 8.6 Annex F: Arrangements for the following studies:
Part 1 - Yukon River Drainage Basin Salmon Harvest Study;
Part 2 - Yukon First Nation Financial Institution Viability Study;
- 8.7 Annex G: Arrangements to identify the impact of Settlement Agreements on Government regulatory regimes;
- 8.8 Annex H: Resources and means for Salmon enhancement in Yukon;
- 8.9 Schedule 1: Schedule of the financial payments to be made:
Parts 1 and 3: Funding for institutions;
Part 2: Funding for projects;
Part 4: Funding to CYI;
Part 5: Fiscal year adjustment factor;
Part 6: Annual adjustment; and

8.10 Schedule 2: Schedule of the financial payments to be made:

Part 1: Funding for specific purposes - Canada;

Part 2: Funding for specific purposes - Yukon;

Part 3: Funding to CYI.

Implementation Funding

9. Subject to any amendment of the Plan by the Parties, Canada shall pay the amounts identified in Parts 1 and 2 of Schedule 1 for the periods of time specified therein. The payment of the amounts described in Parts 1 and 2 of Schedule 1, or any amended amount required to be paid, represents the fulfillment of Canada's obligation to provide funding to each of the institutions described therein, for the applicable period of time, in fulfillment of the obligations contained in the following provisions of the UFA:

Schedule 1, Part 1:

| | |
|---------------------------------|---------------|
| Surface Rights Board | 2.12.2.8; |
| Yukon Land Use Planning Council | 2.12.2.8; |
| Dispute Resolution Board | 2.12.2.8; |
| Salmon Sub-Committee | 2.12.2.8; and |

Schedule 1, Part 2:

| | |
|---|------------------------------|
| Regional Land Use Planning Commissions | 2.12.2.8; |
| Yukon River Drainage Basin Salmon Harvest Study | Schedule A of Chapter 16. |

10. Subject to any amendment of the Plan by the Parties, the payment by Canada to the Yukon of the amounts described in Part 3 of Schedule 1, or any amended amount required to be paid, represents the fulfillment of Canada's obligation to provide funding to each of the institutions described therein, for the applicable period of time, in fulfillment of the obligations contained in the following provisions of the UFA:

Schedule 1, Part 3

Fish and Wildlife Management Board 2.12.2.8;
Yukon Heritage Resources Board 2.12.2.8; and
Yukon Geographical Place Names Board 2.12.2.8.

11. Subsequent to the approval of an annual budget as set out in 3.8.0 of the UFA, Canada shall pay the amount of \$79,500 per annum (1992 constant dollars) to the Enrollment Commission for its operations, for a period, except with respect to matters pending before the Enrollment Commission, of two years after the Effective Date of the last YFNFA to be ratified by a Yukon First Nation or ten years after the effective date of Settlement Legislation, whichever comes first. Subject to any amendment of the Plan by the Parties, the payment by Canada of the amount set out above, or any amended amount required to be paid, represents the fulfillment of Canada's obligation to provide funding to the Enrollment Commission, for the applicable period of time, in fulfillment of the obligation contained in UFA 3.8.1.
12. In addition to the funding to be provided pursuant to paragraphs 9 and 11, Canada shall, in accordance with budgets approved in the manner described in paragraph 13, provide funding for the costs of mediation and the adjudicative and regulatory hearings and processes that the following institutions are required, by the provisions of the UFA and, in the case of the Surface Rights Board and the Yukon Water Board, by the legislation establishing those institutions, to conduct:

Enrollment Commission;
Surface Rights Board;
Yukon Water Board; and
Dispute Resolution Board and Panels.

13. For the purpose of obtaining funding under paragraph 12, the institutions named therein shall be required to submit budgets for hearings and processes to the Minister, or the Minister's delegate, and the budgets are subject to the approval of the Minister or the Minister's delegate.
14. Subject to any amendment of the Plan by the Parties, Canada shall pay the amounts identified in Part 4 of Schedule 1 and Part 3 of Schedule 2 to CYI for the periods of time specified therein. The payment of the amounts described in Part 4 of Schedule 1, or any amended amount required to be paid, represents the fulfillment of Canada's obligation to provide funding to CYI, for the applicable period of time, for the implementation of the Plan. The payment of the amounts described in Part 3 of Schedule 2, or any amended amount required to be paid, represents the fulfillment of Canada's obligation to provide funding to CYI for the implementation of the Plan.
15. Subject to any amendment of the Plan by the Parties, the Yukon shall pay the amounts identified in Part 3 of Schedule 1 for the periods of time specified therein.
16. Notwithstanding the provisions of paragraphs 9, 10 and 15, Government may enter into agreements with the institutions referred to in Parts 1, 2 and 3 of Schedule 1 to provide funding for any projects, activities and responsibilities to be undertaken by those institutions, in addition to the projects, activities and responsibilities reflected in an annual budget approved by Government pursuant to UFA 2.12.2.8.

17. Government shall, following consultation with CYI, establish funding arrangements with each of the institutions set out in Parts 1 and 3 of Schedule 1. The funding arrangements shall specify the manner and timing of payments and may provide a schedule of payments within any one fiscal year.
18. Each institution set out in Parts 1 and 3 of Schedule 1 shall be provided the degree of flexibility within its funding arrangements to allocate, re-allocate and manage funds within its approved budget in a manner similar to that generally accorded to comparable agencies of government.
19. Recognizing that the first year for which implementation funding is provided will be unlikely to coincide with the fiscal years of Government and that the recipients of the annual amounts identified in Parts 1, 3 and 4 of Schedule 1 will be required to budget on a fiscal year basis, the amounts identified in those Parts of Schedule 1 will be allocated at the time of Settlement Legislation to fiscal years in the manner described in Part 5 of Schedule 1. Upon verification of the calculations by the representatives of the Parties appointed pursuant to paragraph 23, the fiscal year allocations will be deemed to replace the amounts identified in Parts 1, 3 and 4 of Schedule 1.
20. The payments described in paragraph 11 and Schedule 1, including any amendments thereto, will be subject to annual adjustments in the manner described in Part 6 of Schedule 1. The funding for the Implementation Fund, Implementation Planning Fund and Training Trust specified in Parts 1 and 2 of Schedule 2 and the funding specified in Part 3 of Schedule 2 will be subject to annual adjustments in the manner described in Part 6 of Schedule 1.
21. CYI shall provide an amount of up to the annual amount set out in Part 4 of Schedule 1 to the Training Policy Committee for the operations set out in 28.7.4 of the UFA.

22. CYI shall prepare and implement an information strategy pursuant to 28.3.2.4 of the UFA.

Implementation Plan Monitoring

23. Within 30 days after the coming into force of Settlement Legislation, each of the Parties shall identify a representative to act on its behalf, who shall use best efforts to resolve any issue which may arise in relation to the implementation of the Plan.

Implementation Plan Review

24. Unless the Parties otherwise agree, the Parties shall complete a review of the Plan to determine the adequacy of the provisions of the Plan and of the implementation funding provided under the Plan,

- 24.1 in the fifth fiscal year following the effective date of Settlement Legislation;
- 24.2 in the ninth fiscal year following the effective date of Settlement Legislation;
- and
- 24.3 thereafter, as the Parties may agree.

25. The Parties shall make best efforts to complete a review pursuant to paragraph 24 by the first day of July in the fiscal year prior to the year in which the recommendations of the review will be implemented.

Amendment

26. The Parties, by agreement, may amend the Plan at any time, and any amendment to the Plan shall be made in writing by the Parties.

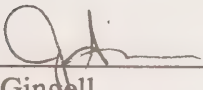
27. The Parties shall consider whether to amend the Plan as a result of any recommendation from representatives of the Parties or any recommendations arising from a review conducted pursuant to paragraph 24 of the Plan. Financial resources provided pursuant to the amendment of the Plan shall be provided in the manner described in the amended Plan.

Effective Date of the Plan

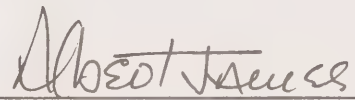
28. This Plan shall take effect as of the coming into force of Settlement Legislation.

IN WITNESS WHEREOF we, the duly authorized representatives of the Parties, have affixed our signatures hereunder as of this 29th day of May, 1993.

On behalf of the Council for Yukon Indians:

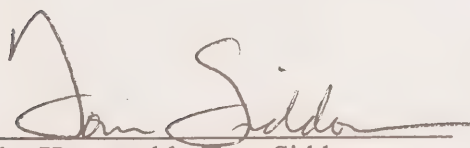


Judy Gingell
Chair
Council for Yukon Indians

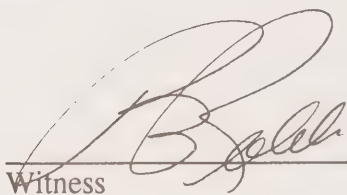


Witness

On behalf of Canada:

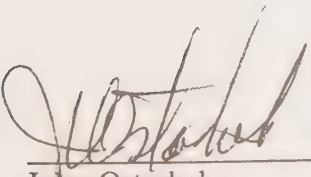


The Honourable Tom Siddon
Minister of Indian Affairs
and Northern Development

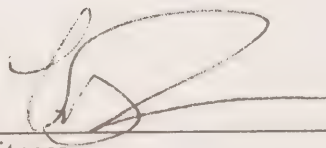


Witness

On behalf of the Yukon:



John Ostashek
Government Leader



Witness

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Acronyms

The following acronyms are used in the Annexes of this Plan:

| | | |
|--------------|---|---|
| BNA | - | Basic Needs Allocation |
| CYI | - | Council for Yukon Indians |
| DAP | - | Development Assessment Process |
| DFO | - | Department of Fisheries and Oceans |
| FWMB | - | Fish and Wildlife Management Board |
| RRC | - | Renewable Resources Council |
| SSC | - | Salmon Sub-Committee |
| TAC | - | Total Allowable Catch |
| UFA | - | Umbrella Final Agreement |
| YFN | - | Yukon First Nation |
| YFNFA | - | Yukon First Nation Final Agreement |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX A

SPECIFIC ACTIVITIES, PROJECTS AND MEASURES

This Annex refers to the implementation of selected provisions of the Umbrella Final Agreement.

The activities described in this Annex reflect the agreement of the Parties as to the activities which the Parties expect to be performed in order to give effect to the referenced provisions.

The planning assumptions described in relation to a referenced provision reflect the circumstances considered or expected to arise in the implementation of that provision. Some planning assumptions also reflect steps or measures that the Parties assume will be taken, or limitations that may apply, in the performance of the described activities.

In the development of this Annex, it has been assumed that the Parties will deal by other means with matters required by the Umbrella Final Agreement to be addressed prior to the effective date of Settlement Legislation or in the negotiation or ratification of a Yukon First Nation Final Agreement.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

| | |
|-------------------------------|---|
| PROJECT: | Amendment of the Umbrella Final Agreement |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI |
| PARTICIPANT/LIAISON: | YFNs |
| OBLIGATIONS ADDRESSED: | <p>Except where expressly provided in the Umbrella Final Agreement, the provisions of the Umbrella Final Agreement may only be amended with the consent of the parties to the Umbrella Final Agreement.</p> <p>Consent to any amendment pursuant to 2.3.1 may only be given on the part of:</p> <p>Canada, by the Governor in Council;</p> <p>The Yukon, by the Commissioner in Executive Council; and</p> <p>Yukon First Nations by the following process,</p> <ul style="list-style-type: none">(a) The Council for Yukon Indians shall Consult on all proposed amendments with all Yukon First Nations and shall provide the result of those Consultations to all Yukon First Nations,(b) An amendment shall only be considered approved by the Yukon First Nations if it is approved by two thirds of the Yukon First Nations which have Yukon First Nation Final Agreements in effect and which represent at least 50 percent of all Yukon Indian People, and(c) The Council for Yukon Indians shall provide Government with a certified copy of a resolution stating that (a) and (b) have been complied with, and Government shall be entitled to rely on that resolution as conclusive evidence of compliance with (a) and (b). <p>Amendments to a Yukon First Nation Final Agreement shall be published in the Canada Gazette, the Yukon</p> |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Gazette and the Yukon First Nation registry of laws established pursuant to that Yukon First Nation's self-government agreement.

If any provision of a Settlement Agreement or Settlement Legislation is found by a court of competent jurisdiction to be invalid, the parties thereto shall make best efforts to amend that Agreement or the Settlement Legislation to remedy the invalidity or replace the invalid provision.

REFERENCED CLAUSES:

2.3.1, 2.3.2, 2.3.6, 2.8.3;
Cross reference 16.4.4.1 24.12.3

| Responsibility | Activities | Timing |
|----------------|---|---|
| Any Party | Identify need to amend the UFA and forward proposal for amendment to the other Parties. | As needed |
| Other Parties | Review and respond to the proposal. | As soon as practicable after receipt of proposal |
| Parties | At discretion, address specific requirements for amendment process. | As soon as practicable, if amendment is to be pursued |
| Parties | Negotiate the terms of the amendment, to be submitted for consent and identify the requirements to give effect to the amendment, if approved. | As the Parties may agree, within reasonable time |
| Parties | Initiate process to determine approval of amendment. | As soon as practicable after completion of negotiations |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|------------------------|---|---|
| CYI | Consult with all Yukon First Nations, provide results of consultation to all Yukon First Nations, make determination for purposes of UFA 2.3.2.3 (b). | Within reasonable time, as Yukon First Nations may require |
| CYI | Consider resolution for purposes of UFA 2.3.2.3 (c). | As soon as practicable after completion of previous activity |
| CYI | Determine whether to consent to the amendment pursuant to UFA 2.3.1. | After consultation with Yukon First Nations, within reasonable time |
| CYI | Communicate determination of consent and provide approved resolutions to Canada and Yukon pursuant to UFA 2.3.2.3 (c). | As soon as practicable after determination and approval |
| Canada, Yukon | Determine approval of amendment. | As soon as practicable upon completion of previous activity |
| Parties | Take steps required and as agreed to give effect to amendment, including consultation with respect to any required change to Legislation and consequential amendment of the Plan. | As soon as practicable, if all Parties consent to amendment pursuant to UFA 2.3.1 |
| Canada, Yukon and YFNs | Publish the amendment as required by UFA 2.3.6. | As soon as practicable after all Parties consent to amendment |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumptions

1. This Activity Plan describes procedures for the Parties with respect to the negotiation of, and consent to, UFA amendments. The third activity indicates that the Parties may wish to organize their approach further and establish specific arrangements to deal with a particular amendment proposal. This opportunity should enable the Parties to address the consequences of an affirmative response to a proposal for amendment.
2. The consultation process in which CYI will engage under UFA 2.3.2.3. should enable each Yukon First Nation to make an informed decision about whether an amendment should be approved. Procedures are expected to include:
 - receipt, notice and provision of details of proposed amendments as part of the second activity;
 - information exchange and consultation during amendment negotiations;
 - one or more opportunities for Yukon First Nations to meet together to review and discuss the amendment, after amendment negotiations are concluded;
 - provision by CYI to each Yukon First Nation of the results of its consultations pursuant to UFA 2.3.2.3 (a);
 - solicitation of the opinion of each Yukon First Nation for the purposes of UFA 2.3.2.3 (b) and provision by CYI to each Yukon First Nation of the results of its determination for the purposes of UFA 2.3.2.3 (c); and
 - determination in accordance with CYI constitutional requirements as to whether CYI should consent to an amendment.

In appropriate cases, a CYI General Assembly or Special General Assembly may be required to enable effective consultation and determinations to occur under UFA 2.3.1 and 2.3.2.

3. The activities and assumptions described above are expected also to apply in respect of amendments pursuant to UFA 16.4.4.1 and 24.12.3, with such modifications as those provisions require.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

4. During the period in which the Yukon First Nations which have final agreements in effect make up less than 50% of all Yukon Indian People, it is expected, for implementation purposes, that all Yukon First Nations will be consulted and have the opportunity to express their opinion.
5. The Parties may wish to seek appropriate amendments to Legislation to reflect amendments of the UFA.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Monitor enrollment and participate in appeals and judicial reviews |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI, YFNs |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | <p>The Enrollment Commission:</p> <p>Shall hear and determine any appeal initiated on its own motion or by an applicant, a Yukon First Nation, the Council for Yukon Indians or Government, arising from any decision of an Enrollment Committee with respect to enrollment and to provide such remedy or remedies as the Enrollment Commission in its absolute discretion deems appropriate;</p> <p>Shall notify the applicant, Government, Council for Yukon Indians, any affected Yukon First Nation and affected Enrollment Committees of additions to or deletions from official enrollment lists as a result of decisions made by the Enrollment Commission pursuant to 3.6.5.8 and 3.6.5.9.</p> <p>Where the Enrollment Commission fails or neglects to make a decision in respect of an appeal pursuant to 3.6.5.9, then that appeal shall be deemed to have been rejected and a right of appeal shall lie to the Supreme Court of the Yukon. The Supreme Court may give direction to the Enrollment Commission and refer the matter back to the Enrollment Commission.</p> <p>All decisions and orders of the Enrollment Commission shall be final and binding and not subject to appeal or judicial review in any court provided, however, that an application for judicial review by an applicant, a Yukon First Nation, the Council for Yukon Indians or Government, shall lie to the Supreme Court of the Yukon upon the grounds that the Enrollment Commission:</p> |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

failed to observe a principle of natural justice or otherwise acted beyond or refused to exercise its jurisdiction;

erred in law in making its decision or order, whether or not the error appears on the face of the record; or

based its decision or order on an erroneous finding of fact that it made in a perverse or capricious manner or without regard for the material before it.

Upon the dissolution of the Enrollment Commission, the Dispute Resolution Board, in addition to its powers and duties under Chapter 26 -Dispute Resolution, shall have the following powers and duties:

To notify the applicant, Government, the Council for Yukon Indians and the affected Yukon First Nations of additions to or deletions from official enrollment lists as a result of decisions made by the arbitrator; and

REFERENCED PROVISIONS: 3.6.5.9, 3.6.5.11, 3.6.7, 3.7.1, 3.11.2.6;
Cross reference 3.10.3

| Responsibility | Activities | Timing |
|--------------------------|---|--|
| Canada, Yukon, CYI, YFNs | Receive notice of additions and deletions and modify records accordingly. | When notice provided by Enrollment Commission |
| Canada, Yukon, CYI, YFNs | At discretion, initiate appeal of Enrollment Committee decision to Enrollment Commission. | As appropriate |
| Canada, Yukon, CYI, YFNs | At discretion, initiate appeal to Yukon Supreme Court. | As appropriate, where Enrollment Commission makes no appeal decision |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Canada, Yukon, CYI, YFNs | At discretion, initiate proceedings for judicial review by Yukon Supreme Court. | As appropriate, where Enrollment Commission makes an appeal decision |
|--------------------------|---|--|

Planning Assumptions

1. The first activity is ongoing. The second, third and fourth activities will occur in the circumstances which arise, and assume CYI will evaluate changes to the lists and consider whether a right to appeal or to apply for judicial review, or to participate in such proceedings, ought to be exercised.
2. The third and fourth activities reflect the provisions of UFA 3.6.7 and 3.7.1, respectively.
3. A party which has a right of appeal or a right to initiate proceedings for judicial review and which does not initiate an appeal or proceedings may choose to seek standing in that matter. Such activity would fall within the second, third or fourth activity as appropriate.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Development Assessment Process design and Legislation |
| RESPONSIBLE PARTY: | Canada, Yukon, Council for Yukon Indians |
| PARTICIPANT/LIAISON: | Yukon First Nations |
| OBLIGATIONS ADDRESSED: | <p>Government shall implement a development assessment process consistent with this chapter by Legislation.</p> <p>The Parties to the Umbrella Final Agreement shall negotiate guidelines for drafting Development Assessment Legislation and these drafting guidelines shall be consistent with the provisions of this chapter.</p> <p>Failing agreement on guidelines, Government shall Consult with the Council for Yukon Indians and with Yukon First Nations during the drafting of the Development Assessment Legislation.</p> <p>Government shall recommend to Parliament or the Legislative Assembly, as the case may be, the Development Assessment Legislation consistent with this chapter as soon as practicable and in any event no later than two years after the effective date of Settlement Legislation.</p> |
| REFERENCED CLAUSES: | 12.3.1, 12.3.2, 12.3.3, 12.3.4; Cross reference 12.4, 12.5, 12.6, 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 12.17, 12.18 |

| Responsibility | Activities | Timing |
|--|--|---|
| Canada, Yukon, Council for Yukon Indians | Prepare a work plan for negotiation of Development Assessment Process legislation drafting guidelines. | As soon as practicable after the effective date of Settlement Legislation |
| Canada, Yukon, Council for Yukon Indians | Negotiate detailed design of Development Assessment Process. | |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Canada, Yukon, Council for Yukon Indians | Negotiate guidelines for Development Assessment Process Legislation. | Within 2 years of the effective date of Settlement Legislation |
| | If agreement not reached, notify and provide Council for Yukon Indians / Yukon First Nations with information regarding proposed legislation. | |
| Council for Yukon Indians, Yukon First Nations | Prepare and present views to Government. | |
| Canada, Yukon | Give full and fair consideration to views presented. | |
| Canada, Yukon | Revise or amend draft legislation taking into account Council for Yukon Indians/Yukon First Nations concerns. | |
| Canada, Yukon | Recommend legislation to Parliament or Legislative Assembly. | Within 2 years of the effective date of Settlement Legislation |

Planning Assumptions


1. Development Assessment Process implementation funding cannot be negotiated until the detailed Development Assessment Process negotiations are complete.
2. CYI and Canada officials have agreed to the attached Letter of Understanding dated March 27, 1993 and CYI, Canada and Yukon have agreed to the attached workplan for the purposes of UFA 12.3.1, 12.3.6, and 12.19.1.

LETTER OF UNDERSTANDING
regarding the Development Assessment provisions
of the Umbrella Final Agreement

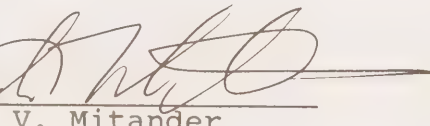
The signatories agree as follows:

1. The Activity Sheets attached form part of the UFA implementation plan and require various amendments to reflect the understandings set out herein.
2. Part 4 of Schedule 1 of the UFA implementation plan will be amended to increase the payment to CYI from \$150,000 to \$350,000.
3. Shortly after April 1, 1993, Canada will enter into a contribution agreement for \$100,000 to assist CYI with its participation in the DAP working group. Canada will discuss with CYI on a timely basis a continuation of the funding beyond fiscal year 1993-1994.
4. Canada will seek Cabinet approval to advance \$150,000 of the total identified in Part 4 of Schedule 1 at the time the UFA is signed. The remainder of the funding in Part 4 of Schedule 1 will be paid after the effective date of Settlement Legislation.
5. CYI will be responsible for and will pay the costs of its participation and any costs of First Nation participation in the DAP working group processes.
6. The amendments to these sheets will be completed as part of the legal and technical review of the UFA implementation plan.

Dated March 27, 1993



M. Whittington
Negotiator
for Canada



V. Mitander
Negotiator
for CYI

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

DEVELOPMENT ASSESSMENT PROCESS WORKPLAN FRAMEWORK DOCUMENT*

* This document is subject to revisions by the DAP Working Group

| | | | |
|--------------|------------------|----------|---|
| NOTE: | "DA" | - | DEVELOPMENT ASSESSMENT |
| | "DAP" | - | DEVELOPMENT ASSESSMENT PROCESS |
| | "DAPWG" | - | DAP WORKING GROUP |
| | "EA" | - | ENVIRONMENTAL ASSESSMENT |
| | "IFA" | - | INUIALUIT FINAL AGREEMENT |
| | "PARTIES" | - | CYI/YFNs, YUKON, CANADA |
| | "SL" | - | SETTLEMENT LEGISLATION |
| | "YDAB" | - | YUKON DEVELOPMENT ASSESSMENT BOARD |

| TIME | ACTIVITY | LEAD ROLE |
|-------------------|--|------------------|
| Aug/Sept/Oct 1992 | a) Appoint members to DAPWG - DONE | Parties |
| | b) Prepare activity sheets and workplan for inclusion in SL Implementation Plan - DONE (updated March 1, 1993) | Parties |
| Nov. 92 - Jan. 93 | a) Identify costs for CYI/YFN participation in design of DAP to end; endeavour to secure funds - DONE | CYI, Canada |
| | b) Undertake scoping of EA Workshops and secure funding - DONE | Parties |
| March 93 | a) Hold first EA Workshop | Parties |
| | b) Schedule DAPWG Meetings and discuss workplan | DAPWG |
| April 93 /June 93 | a) Identify costs for CYI/YFN participation in design of DAP April 93 to March 94; endeavour to secure funds | CYI, Canada |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|------------------|--|----------------|
| | b) Prepare and finalize DAPWG Terms of Reference | Parties |
| | c) Table key DAP issues paper | DAPWG |
| | d) Commence scoping of principles / options for Interim Measures and prepare draft Interim Measures report | DAPWG, Parties |
| | e) Hold second EA Workshop | Parties |
| | f) Commence preparation of detailed plan for DAP | DAPWG |
| | g) Address conflict and duplication with IFA | DAPWG, Parties |
| | h) Develop consultation strategy including stakeholder involvement | DAPWG, Parties |
| | i) Commence consultation with key stakeholders | DAPWG, Parties |
| July/August 1993 | a) Continue work on design of DAP, Implementation Plan and public consultation | DAPWG |
| | b) Acquire approvals of Interim Measures agreed to by Parties and implement including necessary funding | Parties |
| | c) Further consultation with stakeholders | DAPWG, Parties |
| Summer/Fall 1993 | a) Finalize design of DAP and commence preparation of costing | DAPWG |
| | b) Develop guidelines for drafting DA Legislation | DAPWG, Parties |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|------------------------|---|---|
| Fall/Winter 1993/94 | a) Commence discussions on required amendments to existing Legislation | Parties |
| | b) Finalize implementation plan and costing for DAP | DAPWG |
| | c) Finalize guidelines for drafting DAP legislation and prepare drafting instructions | Parties |
| | d) Develop guidelines for drafting consequential amendments to legislation | DAPWG, Parties |
| | e) Implement further requirements re: interim measures including necessary funding | Parties |
| | f) Continue consultation with stakeholders and public | DAPWG, Parties |
| | g) Develop strategy for preparing DAP regulations | DAPWG, Parties |
| 1994 | a) Acquire Cabinet approval for drafting DA legislation including regulations | Canada, Yukon |
| | b) Draft DA legislation/regulations and consequential amendments to legislation | Canada, Yukon |
| | c) Introduce DA legislation and consequential amendments to Parliament and Legislative Assembly | Canada, Yukon |
| 1995 | a) Promulgate DA legislation; establish YDAB and implement | Parliament, Yukon Legislature, Parties |
| | b) Acquire authority for regulations and implement | Canada, Yukon |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

NOTE:

- Assumes SL in 1993
- Workplan to be updated periodically on as required basis.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Amend other legislation to conform with Development Assessment Process |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | Government of Canada shall recommend to Parliament necessary amendments to existing Legislation including, but not limited to, the <u>Yukon Quartz Mining Act</u> , R.S.C. 1985, c. Y-4, <u>Yukon Placer Mining Act</u> , R.S.C. 1985, c. Y-3, <u>Territorial Lands Act</u> , R.S.C. 1985 c. T-7 and <u>Northern Inland Waters Act</u> , R.S.C. 1985, c. N-25, to ensure its conformity with the Development Assessment Legislation. |
| REFERENCED CLAUSES: | 12.3.5 |

| Responsibility | Activities | Timing |
|----------------|--|---|
| Canada | Identify necessary consequential amendments to existing legislation. | Concurrent with development of Development Assessment Legislation |
| Canada | Recommend consequential amendments legislation to Parliament. | At the time of introduction of Development Assessment Process Legislation |

Planning Assumptions

1. Development Assessment Process implementation funding cannot be negotiated until the detailed Development Assessment Process negotiations are complete.
2. Interim Development Assessment measures will be within existing framework of law and regulatory agencies.
3. It is anticipated that Development Assessment Legislation will be referenced in Canada Environmental Assessment Act regulations.
4. It is anticipated that Yukon will also identify necessary consequential legislative amendments to ensure conformity with DAP legislation.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Develop interim Development Assessment measures |
| RESPONSIBLE PARTY: | Canada, Yukon, Council for Yukon Indians |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | Prior to the enactment of Development Assessment Legislation, the parties to the Umbrella Final Agreement shall make best efforts to develop and incorporate in the implementation plan provided for in 12.19.1, interim measures for accepting a project which shall be consistent with the spirit of this chapter and within the existing framework of law and regulatory agencies. |
| REFERENCED CLAUSES: | 12.3.6; Cross reference 12.19.1 |

| Responsibility | Activities | Timing |
|--|--|--|
| Canada, Yukon, Council for Yukon Indians | Make best efforts to develop and incorporate interim Development Assessment measures into implementation plan provided for in UFA 12.19.1. | As soon as practicable, prior to enactment of Development Assessment Legislation |

Planning Assumption

1. Development Assessment Process implementation funding cannot be negotiated until the detailed Development Assessment Process negotiations are complete.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Negotiate and implement arrangements for transboundary environmental assessments |
| RESPONSIBLE PARTY: | Canada, Yukon |
| PARTICIPANT/LIAISON: | Council for Yukon Indians, Tetlit Gwich'in, Government of the Northwest Territories, Inuvialuit, Government of British Columbia, United States (Alaska) |
| OBLIGATIONS ADDRESSED: | <p>Government shall make best efforts to negotiate with other relevant jurisdictions, in Consultation with affected Yukon First Nations, agreements or cooperative arrangements that provide for development assessments equivalent to the screening and review requirements in the Yukon for enterprises or activities located outside the Yukon that may have significant adverse environmental or socio-economic effects on the Yukon.</p> <p>Prior to the enactment of Settlement Legislation, the parties to the Umbrella Final Agreement shall make best efforts to resolve any conflicts and avoid any duplication in North Yukon between the development assessment process provided pursuant to this chapter and the environmental impact screening and review process provided pursuant to the Inuvialuit Final Agreement.</p> |
| REFERENCED CLAUSES: | 12.16.1, 12.16.3 |

| Responsibility | Activities | Timing |
|---|--|--|
| Canada, Yukon, Council for Yukon Indians for affected Yukon First Nations | Make best efforts to resolve any conflict and avoid any duplication between Development Assessment Process and Inuvialuit Final Agreement processes for the North slope Yukon. | Prior to enactment of Settlement Legislation |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Canada, Yukon, Council for Yukon Indians for affected Yukon First Nations | Make best efforts to negotiate agreements on transboundary environmental assessment with relevant jurisdictions. | After detailed Development Assessment Process design, prior to Development Assessment Process Legislation |
| Canada, Yukon | Consult with affected Yukon First Nations. | If negotiations occur |

Planning Assumption

1. Development Assessment Process implementation funding cannot be negotiated until the detailed Development Assessment Process negotiations are complete.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Negotiate Development Assessment Process implementation plan and funding arrangements |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI |
| PARTICIPANT/LIAISON: | Yukon First Nations |
| OBLIGATIONS ADDRESSED: | <p>Government, in Consultation with the Yukon First Nations, shall prepare a detailed plan;</p> <p>providing for the planning and implementation of the Development Assessment Legislation which addresses the involvement of Yukon First Nations; and</p> <p>providing for the application of the Development Assessment Legislation until Yukon First Nation Final Agreements have been negotiated.</p> |
| REFERENCED CLAUSES: | <p>12.19.1;</p> <p>Cross reference 12.19.2, 12.19.3, 12.19.4, 12.19.5</p> |

| Responsibility | Activities | Timing |
|------------------------------------|--|---|
| CYI | May request funding for Yukon First Nations' involvement in preparing implementation plans which is in addition to the funding provided in the Letter of Understanding and the Plan, Schedule 1. | At any time prior to the effective date of Development Assessment Legislation |
| Canada, Yukon, Yukon First Nations | Prepare implementation plan and negotiate funding for Development Assessment Process implementation. | Prior to Development Assessment Legislation |
| Parties and Yukon First Nations | Implement the DAP implementation plan. | After DAP legislation |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumptions

1. During preparation of the implementation plan, discussion will occur with each Yukon First Nation concerning any necessary arrangements that must be in place between the implementation of Development Assessment Legislation and any remaining Yukon First Nation Final Agreements.
2. For the third activity, the detailed plan of implementation specified in 12.19.1 shall provide for the planning and implementation of Development Assessment Legislation and shall include a negotiated level of resources/funding to be provided by Canada, necessary to enable the Parties and Yukon First Nations to implement the plan.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Consultation prior to final decisions concerning surveys of Settlement Land |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | Yukon, CYI |
| OBLIGATIONS ADDRESSED: | Final decisions and ultimate responsibility concerning survey of Settlement Land rests with Canada and such decisions shall be taken in Consultation with the Yukon and the Council for Yukon Indians. |
| REFERENCED CLAUSES: | 15.2.9; Cross reference 15.2.1 |

| Responsibility | Activities | Timing |
|----------------|---|--|
| Canada | Prepare and deliver to Yukon and CYI in writing a proposed survey program based on survey priorities determined by Settlement Land Committees or a proposal to vary priorities, and provide any relevant information. | After determinations of priorities by Settlement Land Committees and within reasonable time prior to making final decision |
| Yukon, CYI | Review information and proposal and prepare and communicate views to other Parties. | Within reasonable time established by the Parties to meet technical requirements of the survey process |
| Canada | Provide full and fair consideration to views expressed. | Prior to making final decision as to survey program or variance of priorities |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Parties | Repeat described activities annually as required to adjust survey program. | Within reasonable time prior to confirming survey program or adjustment |
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Planning Assumptions

1. The survey program initially established will be reviewed annually by Canada. If the review indicates a need to vary the program or to vary from the survey priorities determined by Settlement Land Committees, Yukon and CYI will be consulted before a final decision to vary is taken. (See also the provisions of YFNFA Implementation Plans re: UFA 15.2.1.)
2. It is expected that CYI will consult with Yukon First Nations with respect to the proposed survey program or variations to the program or Settlement Land Committee survey priorities prior to communicating its views to Canada and Yukon.
3. It is expected that consultations between Canada, Yukon and CYI will most effectively occur by way of joint meetings and discussions convened to review the proposed program or variations to the program or Committee priorities, and any relevant information. It is expected that affected Yukon First Nations will attend those meetings and discussions as they find appropriate.
4. The survey program to be adopted is expected to reflect a fair balance in meeting the survey priorities of Settlement Land Committees over the period of time to which the program will apply.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Agreement re: sale of Non-Edible By-Products |
| RESPONSIBLE PARTY: | Canada, CYI, Yukon |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | Subject to Laws of General Application, unless otherwise specified in a Yukon First Nation Final Agreement, or as may be agreed to by the parties to the Umbrella Final Agreement, Yukon Indian People shall have the right to give, trade, barter or sell to any person any Non-Edible By-Product of Fish and Wildlife that is obtained from the Harvesting of Furbearers or incidental to Harvesting pursuant to 16.4.2, or limited pursuant to a Basic Needs Level allocation or pursuant to a basic needs allocation of Salmon. |
| REFERENCED CLAUSES: | 16.4.5 |

| Responsibility | Activities | Timing |
|----------------|---|--|
| Any Party | Identify need for agreement and forward proposal for agreement to the other Parties. | As required |
| Other Parties | Review and respond to proposal. | As soon as practicable after receipt of proposal |
| Parties | At discretion, and as appropriate establish specific requirements for process to conclude agreement. | As soon as practicable if agreement is to be pursued |
| Parties | If agreement to be pursued, negotiate the terms of the agreement for approval and identify the requirements to give effect to the agreement, if approved. | As the Parties may agree, within reasonable time |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Parties | Initiate process to determine approval. | As soon as practicable after completion of negotiations |
| CYI | Determine whether to approve the agreement. | After consultation with Yukon First Nations, within reasonable time |
| Canada, Yukon | Determine whether to approve the agreement. | As soon as practicable after completion of previous activity |
| Parties | Take steps required and as agreed to give effect to agreement, including consultation with respect to any required change to Legislation and consequential amendment of the Plan. | As soon as practicable after all Parties approve the agreement |

Planning Assumptions

1. This Activity Plan describes procedure for the Parties with respect to the negotiation and approval of an agreement pursuant to the referenced provision. The third activity indicates that the Parties may wish to organize their approach further and establish specific arrangements to deal with a particular proposal. This opportunity should enable the Parties to address the consequences of an affirmative response to a proposal for an agreement.
2. CYI will undertake consultations with YFNs to obtain informed opinion as to the content of an agreement and whether an agreement should be approved. Consultation procedures are expected to include:
 - receipt, notice and provision of details of a proposal for agreement as part of the second activity;
 - information exchange and consultation during agreement negotiations;
 - one or more opportunities for Yukon First Nations to meet together to review and discuss the agreement, after agreement negotiations are concluded; and

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- determination as to whether CYI should approve an agreement.

In appropriate cases, a CYI General Assembly or Special General Assembly may be required to enable effective consultation and determinations to occur.

3. The Parties may wish to seek appropriate amendments to Legislation to reflect amendments of the UFA.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Support to Fish and Wildlife Management Board |
| RESPONSIBLE PARTY: | Yukon, Fish and Wildlife Management Board |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | The Director of Fish and Wildlife for the Yukon shall serve as an advisor to the Board and shall ensure that technical support is provided to the Board. |
| REFERENCED CLAUSES: | 16.7.7.2 |

| Responsibility | Activities | Timing |
|------------------------------------|---|--|
| Fish and Wildlife Management Board | Notify Director of Fish and Wildlife to arrange meeting to establish a schedule and work plan for providing advice and technical support. | As soon as practicable after establishment of Fish and Wildlife Management Board |
| Director of Fish and Wildlife | Implement work plan. | In accordance with schedule |
| Director of Fish and Wildlife | Respond to further requests for advice or technical support made from time to time, as practicable. | Upon request by Fish and Wildlife Management Board |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Consultation with the Fish and Wildlife Management Board by Minister re: Legislation |
| RESPONSIBLE PARTY: | Canada or Yukon |
| PARTICIPANT/LIAISON: | Fish and Wildlife Management Board |
| OBLIGATIONS ADDRESSED: | Before the amendment or introduction of Legislation for Fish and Wildlife in the Yukon, the Minister shall Consult with the Board on the matters to be addressed in that Legislation. |
| REFERENCED CLAUSES: | 16.7.16 |

| Responsibility | Activities | Timing |
|------------------------------------|--|---|
| Minister | Notify Fish and Wildlife Management Board of proposed matters that are under consideration to be addressed in Legislation. | Within a reasonable time before introduction of Legislation |
| Minister | Provide details to Fish and Wildlife Management Board of proposed changes. | Within a reasonable time before introduction of Legislation |
| Fish and Wildlife Management Board | Prepare and present views re: proposed changes. | Within reasonable time provided by Government |
| Minister | Provide full and fair consideration to views presented by Fish and Wildlife Management Board. | Prior to introducing legislation |
| Canada or Yukon | Draft Legislation taking into consideration views of Fish and Wildlife Management Board. | |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Canada or Yukon

Notify Fish and Wildlife
Management Board of final
form of Legislation.

After Legislation passed

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Support to Salmon Sub-Committee |
| RESPONSIBLE PARTY: | Canada, Salmon Sub-Committee |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | The Department of Fisheries and Oceans shall provide technical and administrative support to the Sub-Committee as required to determine appropriate plans for Salmon management, and a senior official of the department in the Yukon shall serve the Sub-Committee as Executive Secretary. |
| REFERENCED CLAUSES: | 16.7.17.10 |

| Responsibility | Activities | Timing |
|----------------------|---|--|
| Salmon Sub-Committee | Notify Executive Secretary to arrange meeting to establish a schedule and work plan for providing advice and technical support. | As soon as practicable after establishment of Salmon Sub-Committee |
| Executive Secretary | Implement work plan. | In accordance with schedule |
| Executive Secretary | Respond to further requests for advice or technical support made from time to time, as practicable. | Upon request by Salmon Sub-Committee |

Planning Assumption

1. The official who will serve the Salmon Sub-Committee as Executive Secretary will be the senior official for the Department of Fisheries and Oceans in the Yukon.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Salmon Sub-Committee representation on the Pacific Salmon Commission's Yukon Panel |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | SSC, Pacific Salmon Commission |
| OBLIGATIONS ADDRESSED: | Representatives from the Sub-Committee shall form the majority of the Canadian representatives to any Yukon River Panel established pursuant to the <u>Treaty between the Government of Canada and the Government of the United States of America concerning Pacific Salmon</u> . |
| REFERENCED CLAUSES: | 16.7.17.13 |

| Responsibility | Activities | Timing |
|----------------|---|--|
| SSC | Nominate SSC members to serve on the Yukon River Panel and notify Canada (DFO). | As required |
| Canada | Appoint SSC members as the majority of Canadian Yukon River Panel representatives pursuant to the <u>Treaty between the Government of Canada and the Government of the United States of America concerning Pacific Salmon</u> . | When Yukon River Panel is required to be established |
| Canada | Appoint balance of Yukon River Panel members. | When Yukon River Panel is required to be established |

Planning Assumption

1. Support costs for the Yukon River Panel will be the responsibility of the Pacific Salmon Commission after ratification of the Treaty between the Government of Canada and the Government of the United States of America concerning Pacific Salmon.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Ministerial response to Board or Salmon Sub-Committee non-compliance with responsibility |
| RESPONSIBLE PARTY: | Canada, Yukon |
| PARTICIPANT/LIAISON: | Fish and Wildlife Management Board, Salmon Sub-Committee |
| OBLIGATIONS ADDRESSED: | Where the Board or the Sub-Committee does not carry out a responsibility, the Minister, after giving notice to the Board or the Sub-Committee as appropriate, may carry out that responsibility. |
| REFERENCED CLAUSES: | 16.7:18 |

| Responsibility | Activities | Timing |
|----------------|---|--|
| Minister | Identify to Salmon Sub-Committee or Fish and Wildlife Management Board responsibility and activity that Salmon Sub-Committee or Fish and Wildlife Management Board has failed to carry out. | If Salmon Sub-Committee or Fish and Wildlife Management Board has not carried out a responsibility |
| Minister | Review responsibility with Fish and Wildlife Management Board and/or Salmon Sub-Committee and make best efforts to remedy situation. | If Salmon Sub-Committee or Fish and Wildlife Management Board has not carried out a responsibility |
| Minister | If matter cannot be resolved, notify fish and Wildlife Management Board or Salmon Sub-Committee of intention to assume responsibility. | Upon decision of appropriate Minister |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumption

1. The majority of the activities of the Fish and Wildlife Management Board and the Salmon Sub-Committee are discretionary and relate to making recommendations to the Minister. It is expected that the Minister would only take over a responsibility in rare instances where the Minister is faced with clear unwillingness or refusal on the part of the Fish and Wildlife Management Board or Salmon Sub-Committee to undertake an activity that is clearly a mandatory responsibility under the Umbrella Final Agreement.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Consultation with the Fish and Wildlife Management Board by Minister re: declaration of species |
| RESPONSIBLE PARTY: | Yukon or Canada |
| PARTICIPANT/LIAISON: | Fish and Wildlife Management Board or Salmon Sub-Committee |
| OBLIGATIONS ADDRESSED: | The Minister shall Consult with and obtain a recommendation of the Board before declaring a species or population to be of territorial, national or international interest under 16.7.12.2. |
| REFERENCED CLAUSES: | 16.7.19; Cross reference 16.8.0 |

| Responsibility | Activities | Timing |
|--|--|--|
| Minister | Notify Fish and Wildlife Management Board or Salmon Sub-Committee if the Minister is considering making a declaration with respect to a species or population. | Within a reasonable time before making a declaration |
| Minister | Provide details of proposed declaration and reasons. | |
| Fish and Wildlife Management Board or Salmon Sub-Committee | Prepare views and make a recommendation to Minister. | Within a reasonable time provided by Government |
| Minister | In considering whether or not to make declaration, provide full and fair consideration to views presented, in accordance with 16.8.0. | |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Minister

Notify Fish and Wildlife
Management Board or
Salmon Sub-Committee of
final decision re:
declaration.

Following decision by
Minister

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|--|
| PROJECT: | Minister's response to recommendations from Fish and Wildlife Management Board, Renewable Resources Councils, or Salmon Sub-Committee pursuant to 16.8.1 |
| RESPONSIBLE PARTY: | Yukon, Canada |
| PARTICIPANT/LIAISON: | Fish and Wildlife Management Board, Renewable Resources Councils, Salmon Sub-Committee |
| OBLIGATIONS ADDRESSED: | <p>The Minister, within 60 days of the receipt of a recommendation or decision under 16.8.2, may accept, vary, set aside or replace the recommendation or decision. Any proposed variation, replacement or setting aside shall be sent back to the Board by the Minister with written reasons. The Minister may consider information and matters of public interest not considered by the Board.</p> <p>The Minister may extend the time provided in 16.8.4 by 30 days.</p> <p>Nothing in 16.8.4 shall be construed as limiting the application of 16.3.3.</p> <p>The Board, within 30 days of the receipt of a variation, replacement or setting aside by the Minister pursuant to 16.8.4, shall make a final recommendation or decision and forward it to the Minister with written reasons.</p> <p>The Minister may extend the time provided under 16.8.5.</p> <p>The Minister, within 45 days of receipt of a final recommendation or decision, may accept or vary it, or set it aside and replace it.</p> |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

In the event that the Minister proposes to vary or to set aside and replace a recommendation of the Board with respect to the determination of a Total Allowable Harvest, the Minister shall make reasonable efforts to reach a consensus with the affected Yukon First Nation on the variation or setting aside and replacement of the recommendation.

In the event that the Minister and the affected Yukon First Nation are unable to reach a consensus under 16.8.6.1, the Minister may proceed to vary or set aside and replace the recommendation of the Board with respect to the determination of the Total Allowable Harvest, provided that the Minister is satisfied that the variation or replacement is consistent with the principle of Conservation.

The process for seeking consensus with the affected Yukon First Nation shall give due consideration to timing of any statutory or regulatory changes required and to the timing of Harvesting activities.

The Minister may extend the time provided in 16.8.6 in order to carry out the requirements of 16.8.6.1 and 16.8.6.2.

The Minister shall provide the Board with notice of the Minister's final decision under 16.8.6.

The Minister may refer any matter described in 16.8.1 to the dispute resolution process under 26.4.0 once the procedure set out in 16.8.1 to 16.8.4 has been completed.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

REFERENCED CLAUSES: 16.8.4, 16.8.5, 16.8.6, 16.8.8;
Cross reference 16.8.2, 16.8.3, 16.8.7, 2.11.8

| Responsibility | Activities | Timing |
|---|--|---|
| Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee | Send recommendation pursuant to 16.8.1 to Minister with jurisdiction. | As determined by Fish and Wildlife Management Board, Renewable Resources Councils, Salmon Sub-Committee |
| Minister | Inform Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee of decision to accept, vary, set aside or replace the recommendation. If recommendation not accepted, send written reasons to Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee explaining why recommendation has been varied, set aside or replaced. | Within 60 days after receipt of recommendation |
| Minister | At discretion of Minister, and at any time after completion of 16.8.1 to 16.8.4 procedure, refer matter to dispute resolution under 26.4.0. | After decision to vary, set aside or replace a recommendation |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee | Review response from Minister and make final recommendation under 16.8.5. Send final recommendation to Minister, with written reasons. | Within 30 days after receipt of Minister's decision |
| Minister | Inform Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee of decision to accept, vary, set aside or replace the final recommendation. | Within 45 days after receipt of final recommendation |
| Minister | Inform affected Yukon First Nation if Minister proposes to vary or set aside and replace a final recommendation with respect to a Total Allowable Harvest determination. | Before Minister makes final decision |
| Minister, Yukon First Nation | Make reasonable efforts to reach consensus on need to vary or set aside and replace final recommendation of Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee with respect to a Total Allowable Harvest determination. | Within a reasonable period of time, taking into consideration clause 16.8.6.3 |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Minister | If no consensus is reached with Yukon First Nation, vary or set aside and replace Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee recommendation as long as Minister's decision is consistent with the principle of Conservation. | At discretion of Minister |
| Minister | Notify Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee of final decision. | |
| Canada, Yukon | Implement decision pursuant to 16.8.7. | As soon as practicable |

Planning Assumptions

1. Timing is in accordance with the provisions and is not intended to affect the Minister's ability to extend the time frames for response in accordance with 16.8.4.1, 16.8.5.1 or 16.8.6.4.
2. When the Minister proposes to vary or set aside and replace a final recommendation of the Fish and Wildlife Management Board or Renewable Resources Councils with respect to a Total Allowable Harvest determination, the Minister shall provide full and balanced information on the issue to the Yukon First Nations, including any written reasons provided by the Fish and Wildlife Management Board, Renewable Resources Councils or the Minister.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Consultation with the Fish and Wildlife Management Board by Minister re: emergency action |
| RESPONSIBLE PARTY: | Yukon or Canada |
| PARTICIPANT/LIAISON: | Fish and Wildlife Management Board, Renewable Resources Councils, Salmon Sub-Committee |
| OBLIGATIONS ADDRESSED: | Where emergency action has been taken pursuant to 16.8.11, the Minister shall within seven days inform the Board, Sub-Committee or Council and solicit their continuing advice. The Board, Sub-Committee or Council may recommend to the Minister that the emergency action be terminated pending their consideration of the issue. |
| REFERENCED CLAUSES: | 16.8.12; Cross reference 16.8.11, 2.11.8 |

| Responsibility | Activities | Timing |
|---|---|--|
| Minister | Inform the Fish and Wildlife Management Board, affected Renewable Resources Council or Salmon Sub-Committee of emergency action taken pursuant to 16.8.11, provide details and supporting information, and solicit continuing advice. | Within seven days of taking action |
| Fish and Wildlife Management Board or Renewable Resources Council or Salmon Sub-Committee | Recommend that emergency action be terminated pending consideration of issue, pursuant to 16.8.0. | As determined necessary |
| Minister | Terminate action. | If recommendation accepted by Minister |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Minister | Inform Fish and Wildlife Management Board, Renewable Resources Council, or Salmon Sub-Committee of reasons for continuing emergency action and request advice pursuant to 16.6.9, 16.7.11 and 16.7.17.11. | If Minister makes decision to continue emergency action |
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UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Exceeding the Total Allowable Catch of Salmon in exceptional circumstances |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | YFN, RRC, SSC and FWMB |
| OBLIGATIONS ADDRESSED: | Notwithstanding 16.3.2, Government may allow a catch of Salmon greater than the Total Allowable Catch in exceptional circumstances. |
| REFERENCED CLAUSES: | 16.8.13; Cross reference 16.3.2 |

| Responsibility | Activities | Timing |
|-------------------|---|------------------------------|
| Canada (DFO) | Allow catch of salmon greater than Total Allowable Catch (TAC). | In exceptional circumstances |
| Canada (DFO) | Notify affected YFNs, RRCs, FWMB and SSC of the measure and provide relevant information. | As soon as possible |
| Canada (DFO), SSC | At Minister's discretion, follow the activities described for UFA 16.10.10. | As appropriate |

Planning Assumptions

1. Actions taken by the Minister pursuant to the referenced provision will not result in a variation of the TAC for the time period in question. It is expected that any measures taken will be related to a situation-specific exception to the TAC which is in place.
2. To the extent practicable, initiatives taken pursuant to the referenced provision will be determined in collaboration with the SSC.
3. Action pursuant to the referenced provision is expected to occur only in exceptional circumstances recognizing that the Minister's primary objective is to conserve fish stocks.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Adjustment of Total Allowable Catch of Salmon |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | Salmon Sub Committee |
| OBLIGATIONS ADDRESSED: | <p>Subject to 16.10.11, Government may adjust a Total Allowable Catch because of variations in the anticipated run size but only after Consultation with the Sub-Committee, and any such adjustment may be made in-season.</p> <p>Where Government proposes to adjust the Total Allowable Catch under 16.10.10 and time does not permit Consultation with the Sub-Committee, Government may make the adjustment but it shall, within seven days, inform the Sub-Committee of the adjustment and solicit its continuing advice.</p> <p>The Sub-Committee may recommend to the Minister that any adjustment made under 16.10.11 be varied or terminated pending the Sub-Committee's consideration of the issue.</p> |
| REFERENCED CLAUSES: | 16.10.10, 16.10.11 and 16.10.12; Cross reference 16.8.1 - 16.8.8 |

| Responsibility | Activities | Timing |
|----------------|--|------------------------|
| Canada (DFO) | Notify SSC of proposal to adjust TAC and provide relevant information. | As required |
| SSC | Review proposed TAC adjustment and present views to Canada (DFO). | Upon receipt of notice |
| Canada (DFO) | Provide full and fair consideration of views presented. | Prior to adjusting TAC |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|--------------|---|---------------------------------|
| Canada (DFO) | Modify proposed TAC adjustment as required and inform SSC. | After Consultation |
| Canada (DFO) | Where time does not permit Consultation with SSC, adjust TAC and notify SSC. | If circumstances require |
| Canada (DFO) | Solicit continuing advice from SSC. | Within seven days of adjustment |
| SSC | If TACs have been adjusted in accordance with 16.10.11, the SSC may recommend adjustment of TAC be varied or terminated pending SSC review. | Upon notification |
| Canada (DFO) | Review any recommendation received and respond as required by clauses 16.8.1 through 16.8.8. | As required |

Planning Assumptions

1. The Department of Fisheries and Oceans (DFO) will make all reasonable efforts to contact SSC members to review the requirement for in-season Salmon TAC adjustments. If the situation precludes Consultation, DFO will expedite the review process under UFA 16.8.0 to the extent possible.
2. DFO will provide the SSC with the information used to establish TAC or required to adjust TAC.
3. Any adjustment in TAC may have to be reflected in adjustments to BNA as identified in UFA 16.10.9.
4. To facilitate implementation of these provisions, the SSC and Yukon First Nations may wish to discuss approaches to improve the monitoring of Salmon runs and the recording and reporting of catches.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Interim protection of traplines held by Yukon Indian People |
| RESPONSIBLE PARTY: | Yukon |
| PARTICIPANT/LIAISON: | Council for Yukon Indians, Yukon First Nations |
| OBLIGATIONS ADDRESSED: | The parties to the Umbrella Final Agreement agree not to reduce the number of traplines currently held by Yukon Indian People in a Yukon First Nation's Traditional Territory until the Effective Date of the Yukon First Nation Final Agreement, provided the Yukon First Nation Final Agreement is ratified before May 29, 1994 or within 24 months of commencement of negotiation of that Yukon First Nation Final Agreement, whichever comes sooner. |
| REFERENCED CLAUSES: | 16.11.11: Cross reference 16.11.3.3 |

| Responsibility | Activities | Timing |
|----------------------------------|--|------------------------|
| Yukon | Provide Council for Yukon Indians and Yukon First Nations with map of trapline concessions and list of concession holders, noted as beneficiary or non-beneficiary, as of May 30, 1992 and provide information concerning changes to date. | As soon as practicable |
| Council for Yukon Indians | Confirm trapline information with Yukon First Nations. | As soon as practicable |
| Yukon, Council for Yukon Indians | Address any discrepancies identified. | As soon as practicable |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Yukon | Exercise discretion in administration of traplines so as not to reduce number held by Yukon Indian People in each First Nation Traditional Territory. | On an ongoing basis until the applicable date in UFA 16.11.11 |
| Yukon | Notify Council for Yukon Indians and affected Yukon First Nation(s) of intention to terminate protective measures with respect to Yukon First Nation's traditional area. Carry on appropriate consultation prior to termination of protective measures. | Within reasonable time prior to the applicable date in UFA 16.11.11 |

Planning Assumptions

1. The activities described above will be required to be performed only with respect to those Yukon First Nations for which a Yukon First Nation Final Agreement does not take effect on the effective date of Settlement Legislation.
2. It is acknowledged that Yukon already exercises its discretion in trapline administration in ways which provide a measure of protection for the trapline holdings of Yukon Indian People. In the implementation of UFA 16.11.11, Yukon will continue those measures.
3. Yukon will not give effect to proposed or purported trapline concession relinquishments, transfers or sales prior to consulting with the affected Yukon First Nation(s).
4. Yukon will not re-configure trapline concessions without consulting with affected Yukon First Nation(s).

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

5. In the interim protection period, where the affected Yukon First Nation is not one of those named in UFA 16.11.4, Yukon will administer the trapline concession in that Yukon First Nation's traditional area so as to facilitate the achievement of UFA 16.11.3. Yukon will notify the affected Yukon First Nation of any trapline concession in its traditional area which may be or is expected to become available for purchase, transfer or re-allocation, and will consult with the Yukon First Nation prior to approving same.
6. None of the foregoing is intended to preclude a more suitable arrangement as to which Yukon and an affected Yukon First Nation may agree.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Investigation and development of human resources needed by Yukon First Nations and other Yukon residents in renewable resources management and related economic opportunities |
| RESPONSIBLE PARTY: | Council for Yukon Indians, Canada and Yukon |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | The parties to the Umbrella Final Agreement shall immediately investigate the needs, opportunities and structures required to ensure the adequate development of human resources needed by Yukon First Nations and other Yukon residents in renewable resources management and related economic development opportunities. The parties to the Umbrella Final Agreement agree to design the structures necessary to develop these human resources. |
| REFERENCED CLAUSES: | 16.13.1; Cross reference 28.9.1 |

| Responsibility | Activities | Timing |
|----------------------------------|---|---|
| Council for Yukon Indians, Yukon | Establish a project group to investigate development of human resources needed by Yukon First Nations and other Yukon residents in renewable resources management and to develop the structures necessary to develop these human resources. | As soon as practicable after Settlement Legislation |
| Project group | Jointly develop terms of reference for investigation and design of structures. | As soon as practicable after Settlement Legislation |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| Project group | Submit terms of reference for the investigation and design to the Parties for approval. | As soon as practicable |
| Council for Yukon Indians, Canada, Yukon | Respond to project group concerning terms of reference. | Within a reasonable period of time |
| Project group | Complete investigation, and design necessary structures, consulting with Canada on matters within federal jurisdiction. Provide recommendations to the Parties. | Within 6 months after terms of reference are approved, unless Parties otherwise agree |
| Council for Yukon Indians, Canada, Yukon | As agreed, give effect to recommendations. | As resources permit |

Planning Assumptions

1. Yukon and Council for Yukon Indians will each name two representatives for the purpose of carrying out the second and third activities.
2. Council for Yukon Indians will consult with Yukon First Nations in the course of investigating human resource needs of Yukon First Nations and other Yukon residents.
3. In developing the terms of reference, the project group will consider:
 - a) the personnel, training, financial and implementation provisions of the 1991 report of the Parties' working group on interim measures with respect to land alienation;
 - b) the services which may be provided by Yukon College, particularly through its community campuses;
 - c) the suitability of any current renewable resources management program of Yukon College, and of college programs elsewhere;

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- d) any relevant comments or recommendations of the Training Policy Committee;
- e) the suitability and accessibility of existing Government programs for on-the-job training and professional development in renewable resources management;
- f) means to efficiently ensure the availability of financial resources for the development of human resources for renewable resources management in the Yukon and possible sources and mechanisms for financial support;
- g) the need to modify relevant Government programs and the urgency of any modifications required;
- h) the need to co-ordinate human resource development with the development of First Nation governments, as well as economic planning and development at the community or regional level;
- i) facets of renewable resources management, including but not limited to planning, regulation, administration and enforcement;
- j) the needs of Yukon First Nations; and
- k) objectives of UFA Chapter 16.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|--|
| PROJECT: | Consultation on amendment to statutes or regulations |
| RESPONSIBLE PARTY: | Canada |
| PARTICIPANT/LIAISON: | CYI |
| OBLIGATIONS ADDRESSED: | Settlement Legislation shall provide that Government, after Consultation with the Council for Yukon Indians, may make such amendments to statutes or regulations as are necessary for the purpose of giving effect to and enforcing provisions of 20.6.1 and 20.6.2. |
| REFERENCED CLAUSES: | 20.6.3; Cross reference 20.6.1, 20.6.2 |

| Responsibility | Activities | Timing |
|----------------|--|--|
| Canada | Notify CYI of intention to amend statutes or regulations to give effect to UFA 20.6.1 and/or 20.6.2. | Within reasonable time prior to proceeding with amendment |
| Canada | Provide CYI with details of the initiative. | Within reasonable time prior to proceeding with amendment |
| CYI | Prepare and present views. | Within reasonable time to meet technical requirements of amendment process |
| Canada | Provide full and fair consideration to views presented and draft Legislation. | Within reasonable time prior to proceeding with amendment |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

| | | |
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| Canada | Subject to confidentiality requirements, notify CYI of final form of Legislation. | Within reasonable time prior to proceeding with amendment |
| Canada | Seek amendment to statutes or amend regulations. | As required after previous activities are completed |

Planning Assumptions

1. The described activities may require adjustment to ensure they are consistent with relevant provisions of Settlement Legislation and the outcome of discussions concerning the future tax regime in Yukon.
2. The described activities may be carried out through a "legislative drafting group" or such other arrangement as to which Canada and CYI may agree.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Participation of Yukon Indian People on boards |
| RESPONSIBLE PARTY: | Yukon |
| PARTICIPANT/LIAISON: | Council for Yukon Indians |
| OBLIGATIONS ADDRESSED: | <p>The Yukon shall ensure that the Board of Directors of the Yukon Development Corporation is generally representative of the Yukon population.</p> <p>The Yukon shall make best efforts to structure the Board of Directors of the Yukon Energy Corporation so that at least one-quarter of the directors are Yukon Indian People.</p> <p>The Yukon shall make best efforts to structure the Yukon Council on the Economy and the Environment so that at least one-quarter of its members are Yukon Indian People.</p> |
| REFERENCED CLAUSES: | 22.6.2, 22.6.3, 22.7.1 |

| Responsibility | Activities | Timing |
|---------------------------|--|---|
| Yukon | Review consistency of board composition with relevant Umbrella Final Agreement provision. | As soon as practicable after effective date of Settlement Legislation |
| Yukon | Invite Council for Yukon Indians' recommendation of persons for appointment to Yukon Development Corporation, Yukon Energy Corporation and Yukon Council on the Economy and Environment. | In reasonable time prior to date at which appointment is to take effect |
| Council for Yukon Indians | Provide recommendations. | Within reasonable time, as Yukon may indicate |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

| | | |
|-------|---|--------------------------|
| Yukon | Consider recommendations in process of making appointments. | As appointments are made |
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Planning Assumptions

1. It is expected that Council for Yukon Indians will carry out appropriate consultation with Yukon First Nations prior to making its recommendation.
2. For the purposes of UFA 22.6.2, the proportion of Yukon Indian People in the Yukon population will be a consideration in ensuring that the Board of Directors of the Yukon Development Corporation is generally representative of the Yukon population.
3. It is expected that, to give effect to the referenced provisions, Yukon will use best efforts to ensure that the composition of each board is consistent with the relevant provision as of the effective date of Settlement Legislation, or as soon as practicable thereafter, and subsequently whenever an appointment to a board is required to be made.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Review of effectiveness of Chapter 22 |
| RESPONSIBLE PARTY: | Canada, Yukon First Nations, Yukon, Council for Yukon Indians |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | A full and complete review of the effectiveness of the provisions of this chapter shall be carried out in the year 2010 by Government and the Yukon First Nations. If, after the review, the parties to the Umbrella Final Agreement agree that the objectives of this chapter have been met, the obligations of Government under this chapter shall cease commencing January 1, 2011. So long as these obligations remain in effect, a like review shall be carried out every five years thereafter. |
| REFERENCED CLAUSES: | 22.9.1 |

| Responsibility | Activities | Timing |
|-----------------------|--|---|
| Parties | Establish process and address specific requirements to assess achievement of objectives. | As soon as practicable upon completion of review, or earlier as the Parties may agree |
| Parties | Assess achievement of objectives. | In the 2010 fiscal year |
| Parties | Determine whether there is agreement that the objectives have been met. | In the 2010 fiscal year |
| Parties | Repeat process. | Every five years, if there is no agreement that objectives have been met |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumptions

1. The Parties may wish to organize their approach further and establish specific arrangements required to deal with the assessment required.
2. The assessment by the Parties to the Umbrella Final Agreement will be based upon the results of the review conducted by Canada, Yukon and the Yukon First Nations pursuant to this provision, as well as any other consideration which arises from the objectives or is deemed relevant.
3. At the year 2010, Yukon First Nation Final Agreements will not all have been in effect for the same period of time. Also, the assessment may indicate that not all objectives have been satisfied. Both of these factors suggest there is a range of possible outcomes under the third activity. If the Parties are unable to say there is satisfaction of all the objectives, a further review and assessment is expected to occur in the Year 2015 and every five years thereafter, as necessary. The Parties may wish to address the scope of subsequent activities under this provision in light of the extent of agreement reached at the five year intervals contemplated.
4. The Parties may wish to consider further the process and resources required to implement the referenced provision in the course of the last review of the Plan to occur prior to 2010.
5. Council for Yukon Indians will conduct appropriate consultations with Yukon First Nations in the course of these activities.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Negotiated transfer from Canada to the Yukon administration and management of Resources |
| RESPONSIBLE PARTY: | Yukon |
| PARTICIPANT/LIAISON: | Council for Yukon Indians |
| OBLIGATIONS ADDRESSED: | The Council for Yukon Indians may participate with the Yukon in the development of the Yukon's negotiating positions for negotiations pursuant to 23.3.1. |
| REFERENCED CLAUSES: | 23.3.2; Cross reference 23.3.3 |

| Responsibility | Activities | Timing |
|-------------------------------------|---|---|
| Yukon | <p>Notify Council for Yukon Indians of matters or proposals under negotiation or to be negotiated.</p> <p>Notify Council for Yukon Indians of intention to proceed with negotiations.</p> | As soon as practicable after the effective date of Settlement Legislation, and on-going basis thereafter, as negotiations proceed |
| Council for Yukon Indians | Appoint appropriate representatives for purposes of provision and inform Yukon of same. | Within reasonable time prior to proceeding |
| Yukon and Council for Yukon Indians | Meet regularly regarding preparation for negotiations, the analysis of negotiation issues, positions, options and strategies and other issues, as appropriate. | As appropriate for effective negotiation |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumption

1. The last activity is expected to include the opportunity for Council for Yukon Indians to add items to meeting agendas, request meeting on matters of concern related to negotiations and to prepare and provide input to negotiation strategies and positions. This is expected to occur in the context of an ongoing negotiation process and therefore is expected to be repeated as the Council for Yukon Indians and the Yukon may require for effective negotiation of the transfer.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|--|
| PROJECT: | Negotiation of guaranteed representation |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI |
| PATICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | <p>The parties to the Umbrella Final Agreement may negotiate guaranteed representation for Yukon First Nations on government commissions, councils, boards and committees in the Yukon established to deal with the following matters:</p> <ul style="list-style-type: none">- education- health and social services- justice and law enforcement; and- other matters as may be agreed. |
| REFERENCED CLAUSES: | 24.4.1 |

| Responsibility | Activities | Timing |
|----------------|---|--|
| Any Party | Identify entity on which guaranteed representation is desired. | At discretion |
| Any Party | Provide notice of desire to negotiate guaranteed representation. | At discretion |
| Other Parties | Respond to notice received. | As soon as practicable after receipt of notice |
| Parties | If Parties agree to negotiate, conduct and complete negotiations. | As soon as practicable or as the Parties may agree |
| Parties | Give effect to negotiated result. | As soon as practicable or as the Parties may agree |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Negotiation of Transboundary Agreements |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI, affected YFNs |
| PARTICIPANT/LIAISON: | |
| OBLIGATIONS ADDRESSED: | <p>Government, the Council for Yukon Indians and the affected Yukon First Nations shall cooperate in negotiating Transboundary Agreements.</p> <p>Government, the Council for Yukon Indians and the affected Yukon First Nations shall endeavour to secure the cooperation of the Government of British Columbia, the Government of the Northwest Territories and transboundary aboriginal groups in negotiating Transboundary Agreements.</p> <p>Government, the Council for Yukon Indians and Yukon First Nations whose Traditional Territories are affected by a transboundary aboriginal claim shall work together in respect of each transboundary aboriginal claim to negotiate a Transboundary Agreement.</p> <p>Government, the Council for Yukon Indians and the affected Yukon First Nations shall make best efforts to settle the transboundary aboriginal claims of Yukon Indian People in the Northwest Territories and British Columbia based upon reciprocity for traditional use and occupancy.</p> |
| REFERENCED CLAUSES: | 25.1.1, 25.1.2, 25.2.1, 25.2.2; Cross reference 25.2.3, 25.2.4, 25.3.2 |

| Responsibility | Activities | Timing |
|----------------------------------|---|----------------|
| Canada, Yukon, CYI, affected YFN | Establish process and address specific requirements for Transboundary Agreement negotiations. | As appropriate |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------------|--|-------------------------------------|
| Canada, Yukon, CYI, affected YFN | Attempt to secure co- operation of BC, NWT and transboundary aboriginal groups for negotiation of Transboundary Agreement. | As appropriate and may be agreed |
| Canada, Yukon, CYI, affected YFN | Enter into negotiation of Transboundary Agreement. | As required and may be agreed |
| Canada, Yukon, CYI, affected YFN | Use best efforts to co- operatively negotiate Agreement. | As required |

Planning Assumptions

1. The first activity is intended to enable the Parties to organize their approach further and to establish specific arrangements with respect to the requirements of the negotiation process.
2. Financial requirements for Transboundary Agreement negotiations will be addressed as provided in UFA 25.2.3. It is expected that the financial arrangements will be required to address costs of long-distance travel and increased communication and other requirements arising from the multiplicity of parties, jurisdictions and interests involved, along with other costs.
3. There are outstanding Yukon First Nation transboundary claims in both British Columbia and the NWT. The negotiation of those claims probably will proceed alongside the negotiation of the related YFNFA. It is expected that claims in British Columbia will be more complicated and take longer to resolve by agreement than claims in the NWT.
4. There also are outstanding transboundary claims by aboriginal claimant groups in both BC and the NWT. The sequence, format and complexity of negotiation of these claims cannot be predicted usefully at this juncture.
5. For the purposes of UFA Chapter 25, it is expected that CYI will play an active role in assisting in the organization of the negotiations and a supportive role with affected YFNs in the actual negotiations.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

6. The described activities refer only to the process leading to a negotiated agreement. Matters concerning ratification, implementation and amendment of a Transboundary Agreement are left for the parties to address separately as provided in the UFA or the relevant Transboundary Agreement.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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|-------------------------------|---|
| PROJECT: | Participate in consultation regarding rules and procedures of the Dispute Resolution Board |
| RESPONSIBLE PARTY: | Canada, Yukon, CYI |
| PARTICIPANT/LIAISON: | Dispute Resolution Board (the "Board") |
| OBLIGATIONS ADDRESSED: | <p>The Board appointed under 26.5.1 shall have the following responsibilities:</p> <p>After Consultation with the parties to the Umbrella Final Agreement, to establish rules and procedures governing mediation and arbitration.</p> |
| REFERENCED CLAUSES: | 26.5.4.6 |

| Responsibility | Activities | Timing |
|--------------------|---|---|
| Canada, Yukon, CYI | Review notice from Dispute Resolution Board of intention to establish rules and procedures. | As soon as practicable on receipt of notice |
| Canada, Yukon, CYI | If requested by Board, participate in Board proceedings to establish rule making process. | As Board may provide |
| Canada, Yukon, CYI | Review any rules or procedures which the Board may provide for discussion. | Within time provided by Board |
| Canada, Yukon, CYI | Prepare and present views. | Within time and process provided by Board |

Planning Assumptions

1. It is expected that the Board will seek to establish rules and procedures for mediation and arbitration no later than the second year after the effective date of Settlement Legislation.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

2. It is expected that all Parties will assist the Board by participating in proceedings and making representations as the Board may request. The nature of the rule-making process is for the Board to decide and, at the Board's discretion, may itself be the subject of consultations with the Parties. The Parties' activities for the purposes of consultation with the Board will be consistent with the process which the Board chooses to adopt.
3. The rules and procedures adopted by the Board after the initial consultations may require modification and amendment in light of the Board's operating experience. In that event, it is expected that the described activities will be repeated, as the Board may require in the circumstances.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

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| PROJECT: | Establish Yukon First Nation Implementation Fund |
| RESPONSIBLE PARTY: | Council for Yukon Indians |
| PARTICIPANT/LIAISON: | YFNs |
| OBLIGATIONS ADDRESSED: | <p>The Council for Yukon Indians shall establish a Yukon First Nation Implementation Fund as soon as practicable after the effective date of Settlement Legislation.</p> <p>The Yukon First Nation Implementation Fund shall be administered either as a charitable trust, a Settlement Corporation or other legal entity.</p> |
| REFERENCED CLAUSES: | 28.5.1, 28.5.2; Cross reference 28.5.3 |

| Responsibility | Activities | Timing |
|----------------|--|--|
| CYI | Research and evaluate options for form and operation of the Fund. | Within 6 months after effective date of Settlement Legislation |
| CYI | Present research and evaluation results to and consult with Yukon First Nations on preferred form and operation. | Within 3 months after completion of previous activity |
| CYI | Design and draft terms of preferred form of Fund and obtain Yukon First Nations' approval of same. | Within 3 months after completion of previous activity |
| CYI | Establish Fund and arrange for administration of same as terms of Fund may provide. | Within 3 months after completion of previous activity |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Planning Assumptions

1. Arrangements for indexation, calculation and delivery of the Fund principal are addressed elsewhere in this Plan.
2. There are no steps which CYI or the Fund administrators will be required to take to ensure that UFA 28.5.5 and 28.5.6 are given effect.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX B

BOARDS, COMMISSIONS AND COUNCILS

Application

This Annex applies to the:

Enrollment Commission

Surface Rights Board

Yukon Land Use Planning Council

Yukon Geographical Place Names Board

Yukon Heritage Resources Board

Yukon Water Board

Fish and Wildlife Management Board and its
Salmon Sub-Committee

Dispute Resolution Board

herein called the "Boards".

The Surface Rights Board will be the subject of separate Legislation. This Annex therefore applies to the Surface Rights Board subject to such modifications as may be required to ensure consistency with that Legislation.

The Development Assessment Board and Designated Offices to be established pursuant to UFA Chapter 12 also will be the subject of separate Legislation. Those matters are excluded

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

from this Annex on the understanding that they will be addressed through Development Assessment Legislation, the implementation plan contemplated by UFA 12.19.1 and the workplan and activities described in Annex A of this Plan.

Contents

This Annex has five parts:

- Part 1 - General Provisions
- Part 2 - Board Training and Cross-Cultural Orientation and Education
- Part 3 - Arrangements for the Provision of Aboriginal Language Services to the Boards
- Part 4 - Board Mandates and Activities
- Part 5 - Board Budgets and Related Arrangements.

These parts are to be read together. Their provisions reflect the agreement of the Parties with respect to the establishment and operation of the Boards and the related arrangements and activities which the Parties expect to perform.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

PART 1

General Provisions

Initial Nominations and Appointments

Each Party has a right to nominate Board members as provided by UFA 2.12.2 and in respect of each Board.

The process of nomination and appointment will require each Party to identify, recruit and select nominees in an effective manner. The procedures and criteria to be used in that respect are within the discretion of the nominating Party.

To establish the initial complement of Board members, each Party should commence its procedures to identify prospective nominees upon ratification of the UFA by all Parties. The Minister will request nominations pursuant to UFA 2.12.2.2 as soon as practicable after the date of signing by all the Parties.

Nominations, including a statement of the initial term for which a particular nomination may be made (UFA 2.12.2.11), shall be forwarded to the Minister within the time provided by UFA 2.12.2.2. The Minister will appoint the nominees in sufficient time for the Boards to be in place as indicated in Part 4 of this Annex.

In order to facilitate these procedures, each Party should confirm with its proposed nominees their readiness to serve, prior to submitting its nomination to the Minister. If a nominee declines an appointment, the Minister and the nominating Party should take steps as soon as practicable to ensure that another nominee is identified and appointed.

Ongoing Process for Nominations and Appointments

1. Replacement of Board Members

Upon termination of the initial appointments, the Parties should follow the procedures outlined in UFA 2.12.2.2 to 2.12.2.4 and above in respect of the initial appointments to ensure that repeat or replacement nominations and appointments take effect in a timely manner. The Parties should use all best efforts to avoid vacancies arising on the Boards due to failures in the process of nomination and appointment.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

If a vacancy during term arises on a Board, the Parties should follow the same procedures to ensure that a replacement nominee is appointed at the earliest practicable date for a term consistent with the provisions of UFA 2.12.2.11.

2. Removal for Cause

The authority to remove a Board member lies with the appointing Minister. It is acknowledged that the Minister will choose whether to exercise that discretion on the basis of any relevant information which the Minister may receive. However, the Minister should act to remove a Board member only after consultation with the nominating Party, subject to requirements for confidentiality. A replacement for the member removed should be nominated and appointed as soon as practicable.

Where a Board chooses to specify grounds for removal of a member pursuant to UFA 2.12.2.7, that Board should communicate those grounds in writing to the nominating Parties and the Minister forthwith.

3. Resignation of a Member

A Board may wish to establish rules or procedures concerning the resignation of Board members. It is recommended that Board members who wish to resign during their term be required to communicate their resignation in writing to the Board and that the Board forthwith advise the Minister of the resignation. A replacement for the member who resigned should be nominated and appointed as soon as practicable in accordance with UFA 2.12.2.2 and UFA 2.12.2.3.

Organization of the Board

For the effective working of the Board, each Board, within the first 60 days after it is established by appointments, should convene at least one meeting. The initial meeting of the Board should be convened by the members with such organizational assistance from the appointing Minister or Minister's representative as may be required to complete necessary arrangements.

At its initial meeting or as soon as practicable thereafter, each Board should address:

- (a) the selection or nomination of a Chair and/or Vice-Chair, as the UFA may provide in respect of that Board;
- (b) any rules and procedures which it may require pursuant to UFA 2.12.2.7 and 2.12.2.10;

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- (c) the Board budget and the completion of related financial arrangements;
- (d) any organizational and policy matters, and arrangements with respect to support services and facilities required, for the discharge of its mandate; and
- (e) any arrangements required with respect to the training and cross-cultural orientation and education of Board members.

Board Services and Facilities

It is expected that each Board will arrange for the support services and facilities it requires. Two or more Boards may co-operate in these arrangements, as they may find convenient. In determining their arrangements, the Boards should consider the training and economic opportunities which may be made available to Yukon First Nations and the specific provisions of Yukon First Nation Final Agreements.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

PART 2

Board Training and

Cross-Cultural Orientation and Education

For the purposes of UFA 2.12.2.9, 28.3.5 and 28.3.7, Board training should include:

1. training in Board procedures and functions;
2. training directed to improving Board members' ability to carry out their responsibilities in the field or fields within the mandate of the Board;
3. familiarization with the provisions of the UFA; and
4. cross-cultural orientation and education.

Each aspect will involve different considerations.

1. Board procedures and functions

This training should reflect both internal Board needs and needs of the Board in relation to public process. It should enable a Board to develop the internal rules it may require and to develop its approach and organization for decision-making. This latter area may include matters of policy development, planning, prioritization, time management and financial management. The appropriate time for the different aspects of this training to occur may vary from Board to Board.

It is strongly recommended that each Board assess and take steps, including budget provisions, to address its training requirements in these areas as soon as practicable after the Board is established. These requirements should be reassessed and addressed accordingly within 90 days after the termination of the initial appointments, for the benefits of the replacement nominees. The initial Board's need for and success with training should be considered by subsequent members when assessing their needs and the means by which those needs may be addressed.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Refresher training or specific needs for procedural advice during the term of a Board should be left for each Board to address as and when it so requires.

To ensure that appropriate training is available to the Boards, the Training Policy Committee, in consultation with the Boards, should develop the design and delivery of such training as the Boards may require or request. It is recommended that consideration be given to training in internal procedures and rules by way of a two or three day workshop to be held in Whitehorse. This workshop should be attended by the Chair and at least one other member of each policy Board. Attendance by members of adjudicative Boards should be optional.

Training in other topics may best occur in a small-group setting with each Board individually. Generally, the training program ought to be completed within the first three to six months after the effective date.

The Training Policy Committee should choose the facilitator or facilitators for the training program and develop the detailed curriculum in consultation with both the facilitator(s) and the Board Chairs. The suitability of training programs available through existing agencies, educational institutions or private contractors should be considered by the Committee in the discharge of its task.

2. Training related to Board Mandate

Each Board should assess and take the steps necessary, including budget provisions, to address the needs of its members for training which will enable them to improve their ability to carry out their responsibilities in the field or fields within the Board's mandate. It is recommended that this occur as soon as practicable in the first year of each Board's term and at least annually thereafter. The specific program or initiatives taken in this area should be left to each Board to decide and arrange as it may require.

3. Familiarization with the UFA

All Parties have an interest in ensuring that members of each Board understand the purposes of the Board under the UFA. All Parties also have an interest in ensuring that this understanding is achieved through appropriate, balanced procedures.

As provided in UFA 28.3.7, the Parties should jointly inform each Board about relevant provisions of the UFA, Yukon First Nation Final Agreements and implementation plans. This information program should be carried out in a co-operative, co-ordinated way. It

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

should be completed within the first 90 days after the effective date, and repeated as necessary during the term of a Board or upon the expiry of the initial Board appointments.

Each Party should designate representatives who will participate in this program. The designated participants should include persons who will facilitate the program generally, as well as persons who have actual knowledge of the negotiations and considerations which led to the provisions of the agreements in each area.

4. Cross-Cultural Orientation and Education

Ongoing cross-cultural awareness and sensitivity will be important for the effective working of the Boards.

It is strongly recommended that each Board consider and take the steps necessary, including budget provisions, to ensure that its members have the benefit of cross-cultural orientation and education. This should be considered and addressed as soon as practicable in the term of each Board, and thereafter as may be required.

It is expected that cross-cultural orientation and education will have reference to the mandate of each Board and address cultural values, attitudes, strengths and differences in ways that enable the members of each Board, as a cross-cultural group, to work well together for the purposes of their mandate.

The Training Policy Committee should ensure that a suitable program of cross-cultural orientation and education is available to the Boards as the Boards may require or request. In consultation with the Boards, the Training Policy Committee should establish the design and delivery of the program and determine the appropriate facilitators, format and timing. In doing so, the Committee also should consider the suitability of existing services available in Yukon. It is expected, however, that no generic or presently existing program will prove entirely suitable; the needs of the Boards are unique.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

PART 3

Aboriginal Language Services

The Boards should be able to conduct their proceedings in aboriginal languages when appropriate.

Aboriginal language services in Yukon are currently the subject of a multi-year agreement between Canada and Yukon. It is expected that aboriginal language services will be available to the Boards pursuant to such agreements as may be in place from time to time or through contracting with individuals or organizations for the services desired.

It is expected that all best efforts will be made to ensure that the language services the Boards may require will be available to them at the earliest practicable date.

PART 4

Board Mandates and Activities

The following provisions address the mandate and expected activities, and relevant specific arrangements, in respect of each of the Boards to which this Annex applies.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

THE ENROLLMENT COMMISSION

Mandate

The Enrollment Commission shall determine eligibility for enrollment under a Yukon First Nation Final Agreement, and hear and determine any appeal respecting enrollment and provide for the enforcement of any order or decision.

Organizational Structure

The Enrollment Commission was established by the parties to the UFA on July 1, 1989.

The members of the Enrollment Commission shall be nominated and appointed pursuant to UFA 3.6.3 and 3.6.4.

The first members to the Enrollment Commission were appointed by the Minister of Indian Affairs and Northern Development in the fall of 1989. The Minister appointed a new member, nominated by Government and re-appointed the current member, nominated by CYI in the winter of 1992/93.

The Parties should nominate alternates as soon as practicable after Settlement Legislation. The Chair should be in place by Settlement Legislation.

The Enrollment Commission shall continue to operate until dissolution pursuant to UFA 3.10.4.

The Enrollment Commission shall be an independent body operating at arm's length from the Parties to the Settlement Agreements.

The provisions of UFA 2.12.2 shall apply to the Enrollment Commission.

Operations

The Enrollment Commission budget shall provide for facilities and the administrative support required to carry out its activities. The Enrollment Commission may wish to investigate the sharing of common services with other Boards.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

The Enrollment Commission shall prepare an annual budget and submit the proposed annual budget to the Minister of Indian Affairs and Northern Development for approval (UFA 3.8.1). The budget approval process will respect the Enrollment Commission's discretion over the allocation of funds to be available to the Enrollment Commission under the Plan. The Enrollment Commission shall only spend funds allocated to it for the carrying out of its functions and responsibilities in accordance with its approved budget (UFA 3.6.5.2).

Canada shall provide funding through fiscal 1993-94 and, if necessary, thereafter to the effective date of Settlement Legislation to the Enrollment Commission to enable it to carry out its responsibilities.

Activities

The Enrollment Commission shall carry out the activities prescribed in the following UFA provisions:

3.6.5.1; 3.6.5.3; 3.6.5.4; 3.6.5.5; 3.6.5.6; 3.6.5.7; 3.6.5.8; 3.6.5.9; 3.6.5.10; 3.9.1.

As soon as practicable after Settlement Legislation, the Enrollment Commission shall establish and publish its procedures in respect of appeals from decisions of the Enrollment Committees.

The Enrollment Commission may, on its own motion, institute an appeal pursuant to UFA 3.6.5.9.

For the first four Yukon First Nations, the Enrollment Commission has prepared, certified, published and advertised the initial enrollment list.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

SURFACE RIGHTS BOARD

Mandate

The Surface Rights Board ("the Board") mandate is prescribed in UFA 8.2.0, 8.3.0 and 8.4.0.

Organizational Structure

The Board shall be established pursuant to the Surface Rights Board Legislation enacted no later than the effective date of Settlement Legislation.

The nominees of the parties to the UFA shall be appointed to the Board as of the effective date of Surface Rights Board Legislation.

The Board shall have ten members. Five persons shall be nominated by the Council for Yukon Indians (CYI), and five persons shall be nominated by Canada. Canada shall consult with Yukon prior to the selection of the five nominees not allocated to CYI. The Minister of Indian Affairs and Northern Development shall appoint the nominees pursuant to UFA 8.1.2.

The chairperson shall be appointed after the Board has convened in accordance with UFA 8.1.3.

The provisions of UFA 2.12.2 shall apply to the Board.

The Surface Rights Board Legislation shall set out the other matters respecting the organizational structure of the Board.

Operations

The Board's budget will provide for facilities and the administrative support required to carry out its activities. The Board may wish to investigate the sharing of common services with other Boards.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

The Board shall prepare an annual budget for review and approval by the Minister of Indian Affairs and Northern Development. The budget approval process will respect the Board's discretion over the allocation of funds to be available to the Board under the Plan. Canada shall pay the approved expenses of the Board.

Activities

The Board shall operate pursuant to the provisions of the Surface Rights Board Legislation (UFA 8.1.4) and the UFA. The Board shall hear and determine any matter referred to it pursuant to Surface Rights Board Legislation and any matter arising under the UFA or under a YFNFA, including:

UFA 5.15.5; 5.15.6; 5.15.9; 5.15.10; 6.3.3; 6.3.4; 6.3.6; 6.3.7; 6.4.5.2; 6.4.6; 6.5.1; 6.6.2; 7.5.2; 7.7.1; 7.8.4; 8.2.0; 8.3.0; 8.4.0; 14.7.5; 14.7.6; 17.10.2; 17.10.4; 17.10.5; 18.1.2; 18.1.3; 18.1.5; 18.2.6.4; 18.2.8; 18.2.9; 18.3.3; 18.3.4; 18.3.5; 18.3.6; 18.4.3; 18.4.4;

First Nation of Nacho Nyak Dun Final Agreement 13.8.7.3(b);

Champagne and Aishihik First Nations Final Agreement 13.8.7.3(b);

Teslin Tlingit Council Final Agreement 13.8.7.3(b);

Vuntut Gwitchin First Nation Final Agreement 13.8.7.3(b)

The Board may prescribe rules and procedures to govern any negotiations and may establish a mediation process which may be integrated with UFA 26.6.0.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

YUKON LAND USE PLANNING COUNCIL

Mandate

The Yukon Land Use Planning Council("the Council") shall make recommendations to Government and affected Yukon First Nations pursuant to UFA 11.3.3 and 11.9.2.

Organizational Structure

The Council shall be established at the effective date of Settlement Legislation.

The Council shall be made up of one nominee of the Council for Yukon Indians, one nominee of Yukon and one nominee of Canada. The Minister of Indian Affairs and Northern Development shall appoint the nominees (UFA 11.3.2).

The provisions of UFA 2.12.2 shall apply to the Council.

Operations

The Council shall maintain in Yukon, the facilities and administrative and planning support required to carry out its activities. The Council will establish a secretariat as soon as practicable after the establishment of the Council to assist the Council and the Regional Land Use Planning Commissions ("the Commissions") to carry out their functions under this chapter (UFA 11.3.4).

The role and activities of the Secretariat will be determined by the Council.

The Council shall propose a budget to the Minister of Indian Affairs and Northern Development for the development of regional land use plans and for its own administrative expenses. The budget approval process will respect the Council's discretion over the allocation of funds to be available to the Council under the Plan. Canada will pay the approved expenses of the Council. Canada will provide funding for Regional Land Use Planning Commissions as specified in Schedule 1 of the Plan and as described in Yukon First Nations Final Agreement Implementation Plans.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Activities

The Council shall make recommendations to Government and to each affected Yukon First Nation on matters pursuant to UFA 11.3.3. The activities in UFA 11.3.3 shall be carried out in consultation with Yukon First Nations and Government.

These discussions should address the number of and the length of time to complete regional land use plans, and other matters identified in UFA Chapter 11.

The Council shall convene a meeting no later than 60 days after the establishment of the Council.

The Council shall convene an annual meeting with the chairpersons of all Commissions to discuss land use planning in the Yukon.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

YUKON HERITAGE RESOURCES BOARD

Mandate

A Yukon Heritage Resources Board ("the Board") shall be established as of the effective date of Settlement Legislation to make recommendations respecting the management of Moveable Heritage Resources and Heritage Sites to the Minister of Tourism (Yukon), the Minister of Environment (Canada) and Yukon First Nations (UFA 13.5.1). The Yukon Heritage Resources Board may also be asked to make determinations pursuant to Umbrella Final Agreement 13.3.2.1 and 13.3.6.

Organizational Structure

The Yukon Heritage Resources Board shall be comprised of ten members (UFA 13.5.1).

Yukon shall nominate five appointees, one of whom shall be selected in consultation and concurrence with Canada.

Council for Yukon Indians shall nominate five appointees.

The Yukon Minister of Tourism shall appoint the nominees to the Yukon Heritage Resources Board (Umbrella Final Agreement 2.12.2.3, 2.12.2.4).

The provisions of 2.12.2 of the Umbrella Final Agreement shall apply to the Yukon Heritage Resources Board.

Operations

Pursuant to UFA 2.12.2.8, the Yukon Heritage Resources Board shall prepare an annual budget for approval by the Yukon Minister of Tourism. The budget approval process will respect the Board's discretion over the allocation of funds to be available to the Board under the Plan.

The Yukon Heritage Resources Board and the Yukon Geographical Place Names Board will operate with shared secretarial/administrative support, for which each will contribute resources from its operating budget. The amounts contributed annually by

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

each Board will be commensurate with the amount of support each expects to require during that budget year.

Activities

The Yukon Heritage Resources Board shall undertake activities pursuant to its responsibilities as set out in chapter 13 of the Umbrella Final Agreement, in particular UFA 13.3.2.1, 13.3.6, 13.3.7, 13.5.3, 13.5.4, 13.7.1, 13.8.4, and the obligations in chapter 10, in particular UFA 10.3.4 and 10.5.5 and the obligations as set out in the specific provisions of individual Yukon First Nation Final Agreements.

Note

Further information concerning activities associated with the Yukon Heritage Resources Board can be found in Activity Plans located in Annex A of the Yukon First Nation Final Agreement Implementation Plans, for the following referenced provisions:

UFA 10.3.3, 10.5.2, 13.3.2, 13.5.3.6, 13.7.1, 13.8.4;

First Nation of Nacho Nyak Dun Final Agreement Chapter 13, Schedule A, 1.2; Chapter 13, Schedule A, 3.3; and

Vuntut Gwitchin First Nation Final Agreement Chapter 13, Schedule B, 3.1.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

YUKON GEOGRAPHICAL PLACE NAMES BOARD

Mandate

A Yukon Geographical Place Names Board shall be established as of the effective date of Settlement Legislation to consider and recommend the naming or renaming of places or features located within the Yukon (UFA 13.11.1 and 13.11.2).

Organizational Structure

The Yukon Geographical Place Names Board shall be comprised of six people.

Yukon shall nominate three appointees.

Council for Yukon Indians shall nominate three appointees.

The Yukon Minister of Tourism shall appoint the nominees to the Yukon Geographical Place Names Board.

The provisions of UFA 2.12.2 shall apply to the Yukon Geographical Place Names Board.

Operations

Pursuant to UFA 2.12.2.8, the Yukon Geographical Place Names Board shall prepare an annual budget for approval by the Minister of Tourism. The budget approval process will respect the Yukon Geographical Place Names Board's discretion over the allocation of funds to be available to the Yukon Geographical Place Names Board under the Plan.

The Yukon Geographical Place Names Board and the Yukon Heritage Resources Board will operate with shared secretarial/administrative support, for which each will contribute resources from its operating budget. The amounts contributed annually by each Board will be commensurate with the amount of support each expects to require during that budget year.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Activities

The Yukon Geographical Place Names Board shall undertake activities pursuant to its responsibilities as set out in chapter 13 of the Umbrella Final Agreement, in particular UFA 13.11.1 to 13.11.4.

Note

Further information concerning activities associated with the Yukon Geographical Place Names Board can be found in Activity Plans located in Annex A of the Yukon First Nation Final Agreement Implementation Plans, for the following referenced provisions:

UFA 13.11.2 and 13.11.3.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

YUKON WATER BOARD

Mandate

The Yukon Water Board ("the Board") shall fulfil the mandate set out in the Laws of General Application and the Settlement Agreements.

Organizational Structure

The Board is currently the Yukon Territory Water Board established under the Northern Inland Waters Act, R.S.C. 1985, c. N-25.

The Council for Yukon Indians ("CYI") shall nominate one third of the members (three persons) to the Board. Canada and the Yukon shall each nominate one third of the members (three persons) to the Board. The Minister of Indian Affairs and Northern Development (the "Minister") shall appoint the nominees.

After the date of federal cabinet approval of the Umbrella Final Agreement and before the effective date of Settlement Legislation, the Minister will, pursuant to UFA 14.4.1, endeavour to appoint the nominees of CYI to Board positions which are vacant and are the responsibility of Indian and Northern Affairs Canada to fill.

On or after the effective date of Settlement Legislation, the Minister may terminate the appointment of an Indian and Northern Affairs Canada nominee if the termination is required to allow nominees of CYI to occupy the full complement of three positions.

The Chairperson and the Vice Chairperson shall be appointed pursuant to UFA 14.4.2.

The provisions of UFA 2.12.2. shall apply to the Board.

Operations

The Board shall operate pursuant to the Laws of General Application and pursuant to the Settlement Agreements.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

The Board budget shall be the responsibility of Canada. The Board shall submit a budget to the Minister or the Minister's delegate for approval. The budget approval process will respect the Board's discretion over the funds made available to it to meet its incremental costs. Canada shall, in accordance with the approved budget, provide funding for the incremental costs of the Board.

Activities

In addition to the activities required under the Laws of General Application, the Board shall undertake activities described by UFA 14.7.4, 14.8.3, 14.9.1, 14.11 and 14.12.

The Board may convene a policy hearing at any time with respect to the activities described by the Umbrella Final Agreement.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

FISH AND WILDLIFE MANAGEMENT BOARD

Mandate

A Fish and Wildlife Management Board shall be established, as of the effective date of Settlement Legislation, as the primary instrument of Fish and Wildlife management in the Yukon (Umbrella Final Agreement 16.7.1).

The Fish and Wildlife Management Board, acting in the public interest and consistent with this chapter and taking into consideration all relevant factors including recommendations of the Councils, may make recommendations to the Minister, to Yukon First Nations and to the Councils, on all matters related to Fish and Wildlife management, Legislation, research, policies, and programs (Umbrella Final Agreement 16.7.11).

The Fish and Wildlife Management Board may make recommendations pursuant to Umbrella Final Agreement 16.7.12.

Organizational Structure

The Fish and Wildlife Management Board shall be comprised of twelve members.

Yukon shall nominate six members, one of whom shall be selected in consultation and concurrence with Canada (Umbrella Final Agreement 16.7.2).

Yukon First Nations shall nominate six members, by causing the Council for Yukon Indians to make the nominations on behalf of Yukon First Nations after consultation with Yukon First Nations (Umbrella Final Agreement 16.7.2).

The Yukon Minister of Renewable Resources shall appoint the nominees to the Fish and Wildlife Management Board (Umbrella Final Agreement 2.12.2.3, 2.12.2.4).

The majority of representatives of Government and the majority of representatives of Yukon First Nations shall be Yukon residents (Umbrella Final Agreement 16.7.4).

One third of the initial appointments to the Fish and Wildlife Management Board shall be made for three years, one third for four years, and one third for five years.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Thereafter, appointments to the Fish and Wildlife Management Board shall be for five years (Umbrella Final Agreement 16.7.5).

All appointments to the Fish and Wildlife Management Board shall be during good behaviour (Umbrella Final Agreement 16.7.5).

The provisions of Umbrella Final Agreement UFA 2.12.2 shall apply to the Fish and Wildlife Management Board.

Operations

The Fish and Wildlife Management Board shall determine its own procedures for selecting its chairperson from its membership (Umbrella Final Agreement 16.7.3).

The Yukon Minister of Renewable Resources shall appoint the chairperson selected by the Fish and Wildlife Management Board (Umbrella Final Agreement 16.7.3).

In the event that the Fish and Wildlife Management Board fails to select a chairperson within 60 days of the position being vacant, the Yukon Minister of Renewable Resources shall appoint a chairperson from the membership of the Fish and Wildlife Management Board after consultation with the Fish and Wildlife Management Board (Umbrella Final Agreement 16.7.3.1).

The Fish and Wildlife Management Board may establish an executive secretariat to provide administrative support to the Fish and Wildlife Management Board (Umbrella Final Agreement 16.7.7).

The Fish and Wildlife Management Board shall be accountable to the Yukon Minister of Renewable Resources for its expenditures (Umbrella Final Agreement 16.7.8).

The Fish and Wildlife Management Board shall prepare an annual budget, subject to approval by the Yukon Minister of Renewable Resources. The budget approval process will respect the Board's discretion over the allocation of funds to be available to the Board under the Plan (Umbrella Final Agreement 16.7.9).

A first year budget and a multi-year financial forecast for the Fish and Wildlife Management Board, excluding the Salmon Sub-Committee, is attached.

Activities

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

The Fish and Wildlife Management Board shall establish the Salmon Sub-Committee pursuant to Umbrella Final Agreement 16.7.17 at its initial meeting or as soon as practicable thereafter.

The Fish and Wildlife Management Board shall undertake activities pursuant to its obligations as set out in chapter 16, in particular UFA 16.7.0 (16.7.1 to 16.7.20 inclusive), 16.3.13, 16.3.14.1, 16.5.1.4, 16.5.1.5, 16.5.1.8, 16.5.1.12, 16.5.1.15, 16.6.10.2, 16.6.10.4, 16.6.16, 16.8.0, 16.9.2, 16.9.4, 16.9.8, 16.9.16, 16.11.1 and its obligations in chapter 27, in particular UFA 27.3.1.

Note

Further information concerning activities associated with the Fish and Wildlife Management Board can be found in Activity Plans located in Annex A , for the following referenced provisions:

Umbrella Final Agreement Implementation Plan, Annex A:

- 16.7.7.2
- 16.7.16
- 16.7.18
- 16.7.19
- 16.8.4
- 16.8.12

First Nation of Nacho Nyak Dun Final Agreement Implementation Plan, Annex A - 16.3.14.1, 16.6.13, 16.7.8, 16.9.1.3(a), 16.9.16, 16.9.17

Vuntut Gwitchin First Nation Final Agreement Implementation Plan, Annex A - Chapter 10, Schedule A, 4.28, 16.3.14.1, 16.6.13, 16.7.8, 16.9.16, 16.9.17

Champagne and Aishihik First Nations Final Agreement Implementation Plan, Annex A - Chapter 10, Schedule A, 4.23, 16.3.14.1, 16.6.13, 16.7.8, 16.9.16, 16.9.17

Teslin Tlingit Council Final Agreement Implementation Plan - 16.3.14.1, 16.6.13, 16.7.8, 16.9.16, 16.9.17

First Year Budget and Multi-Year Financial Forecast (excluding Salmon Sub-Committee) (LFA 16.7.10)

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UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

SALMON SUB-COMMITTEE

Mandate

A Salmon Sub-Committee (the "Sub-Committee") shall be established as the main instrument of Salmon management in the Yukon (UFA 16.7.17).

Organizational Structure

The Sub-Committee shall be established by the Fish and Wildlife Management Board as soon as practicable.

The Fish and Wildlife Management Board shall assign from its membership one nominee of Yukon First Nations and one nominee of Government to the Sub-Committee.

The Minister of Fisheries and Oceans (the "Minister") shall nominate two additional members to the Sub-Committee.

For the Yukon River drainage basin, the affected Yukon First Nation shall nominate two members to the Sub-Committee who shall sit on the Sub-Committee when it deals with matters affecting Salmon in only the Yukon River drainage basin.

For the Alsek River drainage basin, the affected Yukon First Nation shall nominate two members to the Sub-Committee who shall sit on the Sub-Committee when it deals with matters affecting Salmon in only the Alsek River drainage basin.

For the Porcupine River drainage basin, the affected Yukon First Nation shall nominate two members to the Sub-Committee who shall sit on the Sub-Committee when it deals with matters affecting Salmon in only the Porcupine River drainage basin.

When the Sub-Committee is dealing with matters affecting more than one of the drainage basins identified in UFA 16.7.17.3 to 16.7.17.5, the members appointed to represent those basins may sit on the Sub-Committee, provided that the total number of votes to be exercised by those members shall not exceed two.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Appointments to the Sub-Committee by the Board shall be for the term held by that appointee on the Board.

The additional appointments to the Sub-Committee by the Minister and by Yukon First Nations shall be for five years. All appointments to the Sub-Committee shall be during good behaviour.

The Board shall appoint a chairperson, after Consultation with the Sub-Committee, from the membership of the Sub-Committee. In the event the Board fails to select a chairperson within 60 days of the position being vacant, the Minister shall appoint a chairperson from the membership of the Sub-Committee after Consultation with the Sub-Committee.

The provisions of UFA 2.12.2 shall apply to the Sub-Committee.

Operations

The Department of Fisheries and Oceans shall provide technical and administrative support to the Sub-Committee as required to determine appropriate plans for Salmon management. The senior official of the Department of Fisheries and Oceans in the Yukon shall serve the Sub-Committee as Executive Secretary.

The Sub-Committee shall prepare an annual budget and submit it to the Fish and Wildlife Management Board for approval by the Minister. The budget approval process will respect the Sub-Committee's discretion over the allocation of its funds to be available to the Sub-Committee under the Plan. Canada shall pay the approved expenses of the Sub-Committee. A first year budget and a multi-year financial forecast is attached.

Activities

The Sub-Committee shall undertake activities pursuant to its obligations as set out in UFA chapter 16, in particular UFA 16.7.17, 16.8.0, and 16.10.0.

Regular semi-annual meetings, in-season and basin meetings pertinent to the Yukon, Porcupine and Alsek Rivers will be held by the Sub-Committee.

SALMON SUB-COMMITTEE

First year budget and multi-year Financial forecast

Year After Settlement Legislation

[illegible]

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

DISPUTE RESOLUTION BOARD

Mandate

The Dispute Resolution Board (the "Board") shall provide a comprehensive dispute resolution process to resolve disputes which arise out of the interpretation, administration or implementation of Settlement Agreements or Settlement Legislation and to facilitate the out-of-court resolution of disputes in a non-adversarial and informal atmosphere.

Organizational Structure

The Board shall be comprised of three persons appointed jointly by the Council for Yukon Indians (CYI) and Government (UFA 26.5.1).

Upon 30 days notice by a party to the UFA of its readiness to establish the Board, the parties to the Umbrella Final Agreement are to agree on the membership of the Board.

If the Parties do not jointly agree on the membership of the Board, the Parties shall follow the procedures set out in UFA 26.5.2.1 - 26.5.2.4.

The chairperson to the Board shall be selected in accordance with UFA 26.5.2.1 and/or 26.5.2.2.

The Board may create the Dispute Resolution Panel. The total number of persons on the Panel, including members of the Board, is not to exceed 15 (UFA 26.5.3).

The provisions of UFA 2.12.2 shall apply to the Board.

Operations

The Board shall maintain facilities and provide administrative support to fulfil its mandate. The Board may wish to investigate the sharing of common services with other Boards.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

The Board shall prepare an annual budget for the administrative costs of the Board and Panel and it shall submit the budget for review and approval by the Minister of Indian Affairs and Northern Development. The budget approval process will respect the Board's discretion over the allocation of funds to be available to the Board under the Plan.

Activities

The Board shall, as soon as practicable after the Board is established, notify the parties to the UFA of its intention to develop rules and procedures governing mediation and arbitration. The Board shall invite the Parties to participate in the process. The Board may send proposed rules and procedures to the Parties who will have a reasonable opportunity to present views.

The Board shall plan and develop a training program so that Panel members receive the necessary training in mediation and arbitration principles and techniques. The Board may consult with the Training Policy Committee on the training program. The Board shall develop the training program as soon as practicable.

The Board shall appoint persons, including its own members, to the Dispute Resolution Panel and shall maintain a roster of mediators and arbitrators from those persons who are appointed members of the Panel. The Parties should consider appointing persons to the Board with experience in the field of dispute resolution. The Board shall set from time to time the fees to be charged for Panel members' services. (UFA 26.5.3, 26.5.4, 26.6.2 and 26.7.2)

Upon the dissolution of the Enrollment Commission, the Board, in addition to its powers and duties under chapter 26, shall undertake the activities associated with UFA 3.10.4; 3.6.5.1; 3.6.5.9; 3.6.5.10; 3.6.5.11.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

PART 5

Budget Procedures and Financial Arrangements

1. Costing Guidelines for Board Budgets

Honouraria - Chair @ \$300 per day
Members @ 200 per day

except for Yukon Geographical Place Names Board Chair @ \$187.50 per day
and Members @ \$125 per day

Travel - \$400 per trip (average)
Per Diem - \$53 per day (food)
Accommodation - \$85 per day
Meeting Room - \$75 per day

2. If the Minister requests a Board to perform an activity that is not part of the Board's approved budget for a given year, the Board may request additional funding and the Minister shall consider the request.
3. Board budget submissions for the costs of mediation and regulatory and adjudicative hearings may reflect Board policy with respect to financial assistance through the Board for participation in its proceedings.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX C

INFORMATION STRATEGY

CYI will implement a general information strategy to enhance community and public awareness of the provisions of the Umbrella Final Agreement and UFA Implementation Plan.

The information to be provided will be limited to a "general" approach focusing initially on the UFA and the UFA Implementation Plan. This strategy excludes information that may be required in relation to amendments of the UFA.

The Council for Yukon Indians Leadership will have the final authority in relation to the disbursement of funds for communications activities.

The communications activities of CYI will be coordinated with the communications activities of the other Parties and of the Boards and Commissions. Coordination of activities will ensure that costly duplication of communications activities is avoided.

Process

To facilitate coordination of activities and messages, the Parties shall undertake to share advance drafts of communications materials directed towards general public awareness produced under this strategy prior to release.

In addition, the Parties shall meet at least annually to discuss issues including communications activities of all Parties directed towards general public awareness, budgets and production schedules for the coming year.

Activities

The communications activities of CYI will focus on the following areas:

Communication Facilitators Workshop: Each Yukon First Nation will identify a person to act as a local communications facilitator. The workshop will address

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

providing facilitators with the necessary information to undertake local communication activities.

Land Claims Briefing Book: A briefing book will be developed and distributed to the Parties. Media will be provided the information through a media workshop.

Video Aids: At least two videos will be produced. These videos will be of broadcast quality and will be available for the use of the media.

Advertising/Promotion: A series of radio and television spots will be developed. These will be available for the use of all media. Additionally, press releases and story ideas for local media will be developed.

Central Newsletter: A newsletter will be developed on a regular basis and inserted in each issue of Dan Sha. Articles from this newsletter would also be available for publication by the other print media.

Information products which are represented to be the product of all Parties shall be approved by the Parties prior to release.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX D

PROCESS TO IDENTIFY GOVERNMENT PROGRAMS WHICH SHOULD BE MODIFIED TO ASSIST IN THE IMPLEMENTATION OF SETTLEMENT AGREEMENTS (UFA 28.3.3.5)

As soon as practicable following the effective date of Settlement Legislation, representatives of Canada and Yukon will meet with representatives of Yukon First Nations. Canada, Yukon and Yukon First Nations will identify the existing Government programs, other than those training programs referenced in UFA 28.8.3, which may need to be modified to assist in the implementation of the Settlement Agreements. The parties will establish priorities for discussions of specific program sectors and programs which may require modification. Government program reviews will be adjusted to the greatest extent possible to accommodate the priorities established by the parties.

Within a reasonable period of time after the initial meeting, representatives of the parties will hold follow up meetings in order to consider in more detail Government and Yukon First Nation input with respect to specific program sectors and/or specific programs which may require modification. To the extent possible, Government and Yukon First Nations will propose, for discussion, specific modifications to existing programs. In the case of Government, the representatives participating in these meetings will be senior officials with program authority in relation to the sector(s) under discussion. These meetings may include Government policy and program delivery staff to assist the process with respect to any proposed modifications.

Within a reasonable period of time thereafter, which may vary depending on the nature and extent of the modification required, each Government will develop draft proposals for the substance and timing of program modifications. Prior to finalizing any proposals, the Governments will consult with the Yukon First Nation representatives.

Once Government has approved the program modifications, Government shall notify the parties providing:

- a description of the modifications that will be made to each program; and
- a schedule within which Government will implement the modifications.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Until the modifications to the identified programs have been completed, each Government shall provide annual progress assessments to the parties.

Federal programs may be modified in respect of their application in Yukon to assist in the implementation of Settlement Agreements in the Yukon.

The need to assist in the implementation of Settlement Agreements will be a policy consideration in the development of new Government programs.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX E

ARRANGEMENTS FOR TRAINING AND THE TRAINING POLICY COMMITTEE

Training Policy Committee

1. Composition

The Training Policy Committee ("the Committee") is to be composed as described in UFA 28.7.1 to 28.7.3. For implementation purposes, it is important to note that Committee members are representative of the nominating Parties and that Government nominees are to be senior officials with authority to represent Government in education and training matters. All required nominations to the Committee were made and approved prior to Government ratification of the Umbrella Final Agreement.

2. Mandate

The mandate of the Committee is set out in UFA 28.7.4 and is expected to be addressed as follows:

(a) Training Plans

The Committee shall assist and support CYI and Yukon First Nations to develop the training plans required for implementation of the UFA and Yukon First Nation Final Agreements.

The training plans are expected to identify the minimum skills and competencies which must be held by those who will work in implementing the agreements. Each Yukon First Nation training plan should match available skills and competencies held by Yukon First Nation members with the skills and competencies required for implementation of the agreements. Any resulting training gaps and the number of individuals desiring the required training should be identified.

The Committee should identify the urgent generic training needs of the largest possible number of Yukon First Nations and address those needs on a priority basis. Those needs not immediately addressed should be listed and prioritized for action.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

It is expected that the CYI representatives on the Committee will consult with CYI and the Yukon First Nations prior to finalizing decisions in the Committee.

(b) Training Programs

The Committee should review all existing programs which can address the training requirements identified by the training plans and recommend changes to those programs in accordance with the needs and priorities for action. It is expected that program delivery may require change in order to facilitate enrollment and participation by individuals identified through the training plans.

Where program modification is not a feasible alternative to meet identified training needs, due to cost, timeliness or other factors, the Committee is expected to develop and negotiate the delivery of new training programs or activities that are appropriate.

The Committee is expected to investigate and, where appropriate, recommend the integration of existing training programs or support systems for those programs. The purpose is to minimize the need to establish new programs that require a net financial contribution from the Training Trust "(the Trust)".

In the review, modification, design or integration of training programs and activities, the Committee is expected to consider the values and culture of Yukon First Nation trainees, as well as the non-academic needs of trainees for transportation, day-care, housing, counselling, financial support and other support. These factors should be incorporated in the design of all training plans and programs.

(c) Consultation and Co-ordination

The Committee is expected to ensure there is an ongoing process in which Yukon First Nations are consulted and their input is solicited as Yukon First Nation Final Agreements are negotiated and concluded and implementation plans are developed. The purpose is to ensure that the needs of all Yukon First Nations are identified and met.

The Committee is expected to determine the training plans, training programs and related expenditures on the bases of fairness to all Yukon First Nations and of equity among them, regardless of the timing of the completion of each Yukon First Nation Final Agreement or Implementation Plan.

The Committee, by December 31, 1993, shall investigate and report to the Parties upon:

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- (a) the possibility and desirability of establishing a one-window approach to meeting Yukon First Nation training needs, including the possibility of transferring to the Trust or some other appropriate financial vehicle the federal, territorial and Yukon College funds dedicated to the training of Yukon Indian People;
- (b) ways of increasing the co-ordination and cooperation among all the Boards and Committees charged with the provision of advice with respect to Yukon First Nation training, including the possibility of amalgamating all Yukon First Nation representation into one structure; and
- (c) ways of increasing the level of consultation with Yukon First Nations and response to Yukon First Nation needs through the implementation of existing or future labour force and training agreements between Canada and Yukon.

3. Workplan

The workplan of the Training Policy Committee dated June 29, 1992 is attached to and forms a part of this Annex E.

4. Funding and Administration

Canada will provide \$100,000 (1992\$) one-time as soon as practicable after the effective date of Settlement Legislation and \$75,000 (1992\$) per year for the activities of the Training Policy Committee in the discharge of its mandate outside the Trust. This sum will be delivered to and administered by CYI by way of unconditional grant.

It is expected that this funding will not be sufficient to enable the Committee and Yukon First Nations to properly develop training plans and to fully meet the training needs and program requirements which arise from the UFA and Yukon First Nation Final Agreements. The Parties should therefore work co-operatively to assist the Committee and Yukon First Nations to access available programs to those ends.

The Training Trust

The Training Policy Committee is required to develop guidelines for the expenditure of money from the Trust and to expend Trust funds in accordance with the approved work plan.

It is understood that, on or before the effective date of Settlement Legislation, a suitable indenture to establish the Trust will be executed by the appropriate parties and that the contributions contemplated by the UFA will be made to the Trust.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

It is expected that, as a matter of policy, the Training Policy Committee will have recourse to the Trust fund only as a last resort for financing any training program, training activity or support service or program for Yukon Indian People who are trainees. The Committee should endeavour to secure funding from Government or private sources to meet training costs to the greatest possible extent.

Otherwise, it is expected that the only expenditures to be charged against the Trust fund by the Committee will be those expenditures which are authorized by the UFA and the trust indenture to be charged.



TOGETHER TODAY... FOR OUR CHILDREN TOMORROW

COUNCIL FOR YUKON INDIANS

11 NISUTLIN DRIVE

WHITEHORSE, YUKON
Y1A 3S4

TEL: (403) 667-7631

FAX: (403) 668-6577

MEMORANDUM

Date: 8 March 1993

To: Cheryl McLean
Implementation Coordinator

From: Nancy Sinnott, Chair
Training Policy Committee

RE: WORKPLAN - TPC

This will confirm that the workplan of the Training Policy Committee remains unchanged in spite of our review of the workplan in August and again in November of last year.

Revisions to the workplan would be necessary if the Yukon Land Claims Implementation Training Strategy was approved by the CYI's Leadership in October, 1992.

It is expected that the workplan will need minor revisions from time to time, however, the six objectives identified and their activities will continue to serve the TPC in its role as defined by Chapter 28 of the UFA.

If you should have any questions or concerns, please do not hesitate to call me at 996-2265.

NS/amp

cc: TPC Members
TPC Coordinator

TRAINING POLICY COMMITTEE

WORK PLAN

92/06/29

TABLE OF CONTENTS

| | Page |
|---|------|
| I. Letter of Transmittal | i |
| II. Introduction | 1 |
| III. Work Plan Guidelines | 3 |
| IV. Work Plan - Objectives, Tasks, and Activities | 5 |
| V. Action Plan Summary and Timelines | 22 |
| VI. Action Plan | 36 |
| VII. Budget Estimates | 71 |

WORK PLAN
OBJECTIVES, TASKS AND ACTIVITIES

TRAINING POLICY COMMITTEE WORK PLAN

INTRODUCTION

Under the Umbrella Final Agreement of the Land Claims Settlement, the Training Policy Committee is mandated to undertake several important responsibilities. One of these responsibilities is the development of a work plan to be submitted to the parties to the Agreement. This work plan is to guide the Training Policy Committee in the accomplishment of their mandate.

This document represents a work plan as approved in principle by the Training Policy Committee on June 29, 1992. The document is composed of several sections in order to assist the reader and the personnel who will be responsible for implementing the activities included in the work plan itself.

The introduction is intended to give an overview to the document itself and briefly explain the contents and purpose of each section. Included in the introduction is a diagrammatic representation of the work plan and how the different sections were developed and organized. Working from the Umbrella Final Agreement, Chapter 28 and the mandate provided to the Training Policy Committee, six primary objectives were developed, from which discrete tasks then individual activities were identified. Following this exercise, an action plan was prepared for each objective, task and activity which included costs, timeframes, recommended processes for accomplishing and the assignment to the appropriate personnel.

The second section includes two "Work Plan Guidelines". One details the process the Training Policy Committee will undertake in approving, reviewing and revising the work plan. The second guideline outlines the requirements for a policy and procedures manual.

The third section provides for the complete work plan arranged by objective, tasks and activity. The objectives are arranged chronologically. In later sections the tasks and activities are arranged chronologically.

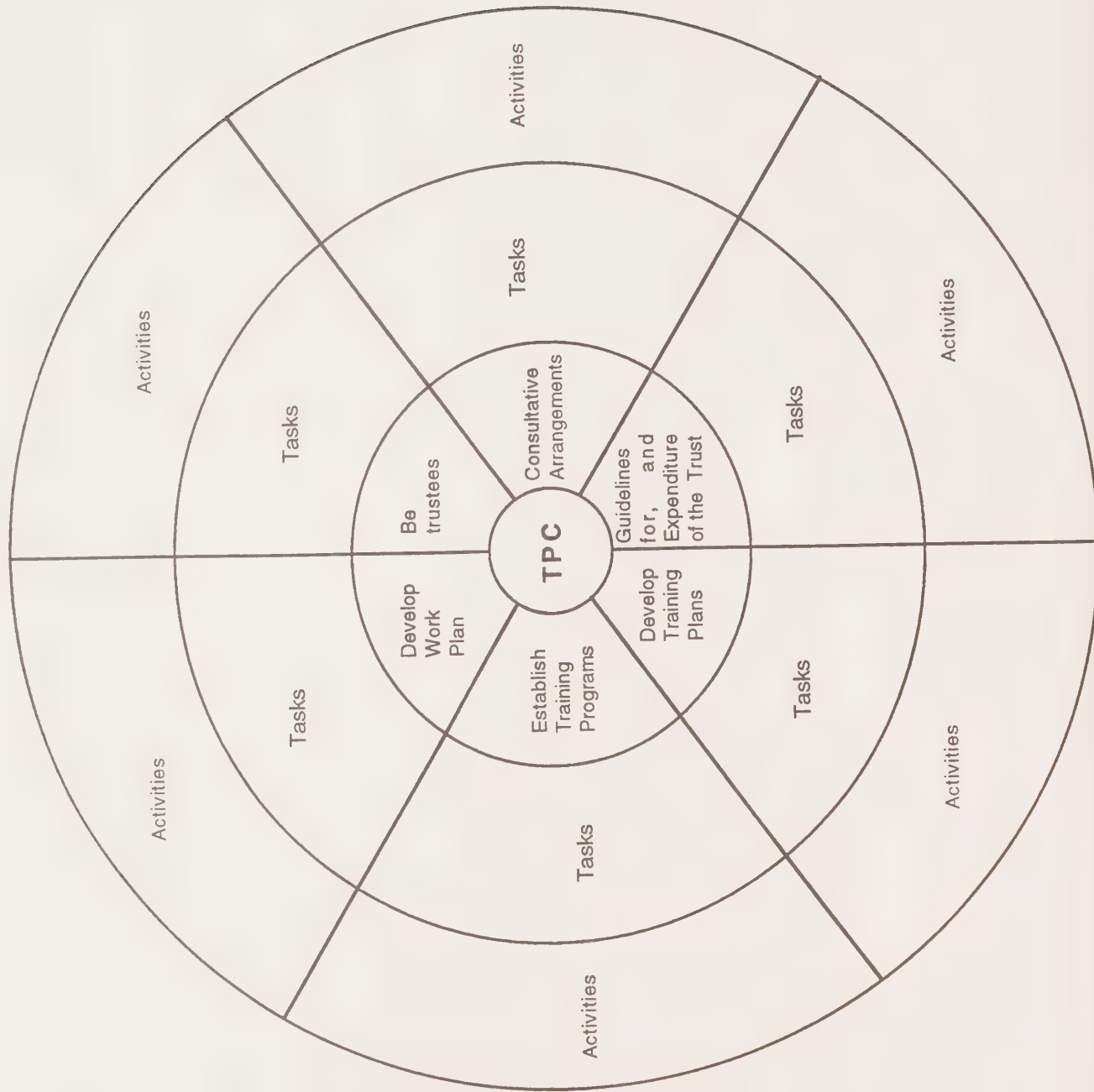
The fourth section provides for a diagrammatic and tabular representation of the tasks required to complete each objective. These tasks are arranged chronologically.

The fifth section provides the complete action plan, including responsibility assignment, recommended process for undertaking the activity, timelines and estimated costs.

The sixth section outlines the anticipated budget requirements for the accomplishment of the entire work plan. Modifications may be required depending on the management structures which may be approved by the Training Policy Committee.

It is important to note that other documents have been prepared by the Training Policy Committee to guide its work. Of particular note, is the Training Policy Committee mandate statement which details the guiding principles under which it is to operate.

TRAINING POLICY COMMITTEE OBJECTIVES



WORK PLAN GUIDELINES

TRAINING POLICY COMMITTEE

WORK PLAN GUIDELINES

1. Study all the tasks and activities of the workplan for each objective to determine if they adequately meet the requirements of each objective.
2. Analyze the tasks and activities individually to determine which can be completed by:
 - the TPC immediately without assistance;
 - the TPC with training;
 - the TPC with assistance of professionals;
 - assigning the work to a consulting firm;
 - an employee of the TPC; or
 - by other working groups or individuals as deemed appropriate.
3. Obtain assistance, as necessary, to achieve the approved objectives by:
 - determining training and/or professional needs;
 - outlining appropriate training or position descriptions;
 - preparing proposals as required;
 - securing funding;
 - advertizing;
 - interviewing, selecting and orienting (cultural and organizationally) persons/firms;
 - monitoring and evaluating training or assistance
4. Assign and monitor tasks and activities of the workplan for each objective which will include:
 - the assignment of initial tasks and activities as appropriate with deadlines for completion
 - the evaluation of initial tasks and activities prior to deadlines and provide for revisions as required
 - the assignment of remaining and/or revised tasks and activities
 - the evaluation of any remaining tasks and activities and provide for revisions as required

TRAINING POLICY COMMITTEE

WORK PLAN GUIDELINES - II

1. Research and document the guiding principles of the organization
2. Research other foundations/trust funds/developmental organizations/societies within and outside of the Yukon for models which have similar capabilities to the TPC.
3. Research the legal requirements of a policy and procedure manual as set in various labour and corporate legislation applicable in the Yukon.
4. Develop an appropriate personnel policy manual.
 - develop an appropriate procedural approach to each policy.
 - have the Trustees approve each personnel policy.
5. Develop an appropriate operational policy manual.
 - develop an appropriate procedural approach to each policy.
 - have the Trustees approve each operational policy.
6. Develop an appropriate programming policy manual.
 - develop an appropriate procedural approach to each policy.
 - have the Trustees approve each programming policy.
7. Implement the approved policy manual with the corresponding procedures.
8. Test the policies over a specific period of time. (NOTE: Resist changing policy, but instead adjust procedures as necessary -- management responsibility).
9. Change policy only as a result of philosophic adjustment within the organization.

(revised 92/06/16)

TRAINING POLICY COMMITTEE

OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN

WORK PLAN (92/06/12)

TASK 1:

To determine the objectives to be undertaken by the TPC

Activities:

1. review the mandate of the TPC as provided for in the UFA, Chapter 28
2. prioritize individual mandate items chronologically
3. identify for each mandated item, an objective for implementation
4. identify and review any additional objectives which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to achieve the objective

TASK 2:

To determine the tasks involved in each of the objectives set for the TPC

Activities:

1. analyze each objective and identify separate tasks which need to be undertaken to accomplish the objective
2. prioritize and list the tasks chronologically
3. identify and review any additional tasks which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to undertake the task

TASK 3:

To determine the activities needed to implement each task identified for the objective

Activities:

1. analyze each task and identify required activities which need to be undertaken to accomplish the task
2. prioritize and list the activities chronologically
3. identify and review any additional activities which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to undertake the activity

WORK PLAN (92/06/12)

TASK 4:

To develop actions plans from the objectives, tasks and activities

Activities:

1. review and chart activities which have already been completed and new activities yet to be completed
2. determine timeframes, process, assignments, resources and expected outcomes of each task yet to be completed
3. review all activities to determine the inter-relationships between them
4. determine immediate activity priorities

TASK 5:

To submit the workplan

Activities:

1. review, revise and approve draft workplan
2. submit draft workplan to IPWG for review and recommended revisions
3. revise workplan
4. submit finalized workplan to IPWG

TASK 6:

To maintain a current workplan

Activities:

1. monitor the approved final workplan through those persons or bodies responsible for each activity
2. evaluate the approved workplan at each regular TPC meeting
3. revise and/or update workplan as necessary

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

OBJECTIVE 2:
TO BE TRUSTEES OF THE TRUST

TASK 1:

To research and obtain initial and ongoing orientation and training for the TPC

Activities:

1. research and obtain initial training or assistance for all TPC members to become knowledgeable about the legal responsibilities and requirements of Trustees
2. research, obtain and provide ongoing training for all TPC members in the skills of:
 - board roles, responsibilities and authorities
 - board decision-making;
 - oral and written communications;
 - financial matters;
 - adult education techniques and programs;
 - and other relevant areas as required
3. research and obtain initial training or assistance for all TPC members to have an understanding of inter-cultural attitudes and issues
4. research, obtain and provide ongoing orientation and training for all new TPC members on the operational requirements of the TPC with respect to:
 - legal issues and
 - inter-cultural needs
5. evaluate the skills of TPC members to determine future needs and to revise ongoing training

TASK 2:

To establish the role of the TPC

Activities:

1. approve and sign the Trust document establishing the Trust Fund
2. apply the workplan guidelines to revise, approve and assign tasks
3. with professional advice, determine the appropriate role of the TPC (foundation or other structure)
4. determine a one year interim role for the TPC, based on the UFA and the Trust document
5. evaluate and revise the interim role of the TPC in consultation with FNs during the first year
6. through an analysis of information gathered through practice and evaluations and through consultation with FNs during the first year, determine the long-term role of the TPC

WORK PLAN (92/06/12)

TASK 3:

To develop and establish policy and processes for the effective operation of the TPC

Activities:

1. research and develop appropriate policies (in draft) in accordance with the Work Plan Guidelines
2. request and obtain FNs advice on the proposed policies
3. revise as necessary and adopt policies as working documentation
4. design and approve appropriate procedures for the policies
5. develop an appropriate policy and procedures manual for ongoing usage

TASK 4:

To secure funding and resource commitments for trustees' participation on the TPC

Activities:

1. based on the workplan, determine the time and other commitments of each of the trustees for the initial year of operation
2. based on proposed activities, determine the first-year expenditures of actual and in-kind costs for the operation of the TPC
3. develop the first annual budget of the TPC in consultation with the governments represented on the TPC
4. determine assured resources for actual and in-kind costs for the first year of operation
5. determine the need for more resources for first year operations and seek approval for these resources from governments or others
6. using a consultative process, develop a tentative 3-year budget (for years 2-4) for the operation of the TPC, based on the workplan and activities planned and completed in the first year
7. by the middle of the first year of operation, seek and obtain approval for funds from relevant agencies or governments for the budget of the TPC for the following three years

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

TASK 5:

To provide for TPC members and others to carry out their responsibilities to the TPC in their traditional languages

Activities:

1. design a written policy for TPC responsibilities in carrying out this task which considers the following activities:
2. upon the request of an aboriginal member of the TPC for traditional language services, determine the necessity for, and feasibility of, providing the services to carry out responsibilities in a traditional language for that member or other person making representation to the TPC
3. determine the resources available to provide oral and written translation services to the TPC, and the costs to the TPC if any

TASK 6:

To effectively communicate the activities and decisions of the TPC (including the annual report)

Activities:

1. in consultation with FNs and other agencies and governments determine:
 - the legal and other requirements for communications;
 - which activities and decisions require communicating;
 - how these activities and decisions should be communicated;
 - to whom these should be communicated; and
 - when and how often they should be communicated
2. write communications policies and strategies which outline the procedure for regular and unusual communications processes
3. prepare and distribute the annual report as part of the communications requirement
4. provide a budget for the communications strategy
5. review and revise the communications policy as required

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

OBJECTIVE 3: TO ESTABLISH CONSULTATIVE ARRANGEMENTS BETWEEN GOVERNMENT AND FIRST NATIONS

TASK 1:

To determine what is meant by
"consultative arrangements" and
"one window approach"

Activities:

1. clearly define through brainstorming and consensus of the committee what is meant by "consultative arrangements" and "one window approach" (decision-making vs. information/resource provision)
2. consult, within a limited timeframe, with FNs, governments and agencies to determine if the definitions of the TPC are supported by those involved in, or affected by, consultative arrangements and a one window approach
3. revise definitions according to input if necessary
4. record definitions into the policy manual for reference
5. revise definitions as needed

TASK 2:

To determine why consultative
arrangements and a one-window
approach are necessary and with
whom

Activities:

1. with reference to the role of the TPC and the workplan, list the governments, agencies and other bodies and individuals that are, or will be, involved in the work of the TPC
2. determine the level of involvement of the TPC with the various bodies and individuals
3. prioritize the various bodies and individuals by importance to the workplan by determining those bodies and individuals which will provide maximum benefit for accomplishing the workplan of the TPC

WORK PLAN (92/06/12)

TASK 3:

To determine how consultative arrangements and a one-window approach will be established

Activities:

1. research and determine the most efficient means of consulting with the prioritized bodies and individuals within the definitions of consultative arrangements and one-window approach agreed upon
2. consider the establishment of interim one-window structures, with appropriate membership, to assist the TPC in accomplishing its immediate tasks (technical and consultative)
3. determine policy for the interim structures including:
 - length of operation;
 - reporting requirements;
 - authorities;
 - membership; and
 - operations
4. evaluate the interim consultative arrangements and one window approach
5. based on the evaluation of the interim structures and the previous research, determine the most appropriate methods for long-term consultation and provision of one-window services

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

OBJECTIVE 4:
TO DEVELOP GUIDELINES FOR EXPENDITURE
FROM THE TRUST AND EXPEND FUNDS IN
ACCORDANCE WITH THE WORKPLAN

TASK 1:

To establish policy and procedure
for expenditure of the Trust Fund

Activities:

1. research legal trust restrictions applicable to the Trust Fund
2. research and record previously set guidelines on Trust Fund usage as established by:
 - leadership
 - Elder's Council
 - parties to the Agreement
 - IPWG
 - TPC, etc.
3. consult FNs with respect to previous experiences with access to funding for the purposes of recommending an appropriate funding process for the Trust Fund
4. design access/request format and process
5. field test format and process
6. revise initial format and process
7. in consultation with FNs develop, with respect to fund usage;
 - values statements
 - policy
 - trust fund distribution criteria and
 - procedures for access
8. communicate statements on fund usage to all FNs, governments and public (interpretive guide to explain policy and procedures)

TASK 2:

To determine the amount of funds
in the Trust that are available
for expenditure

Activities:

1. analyze the funds available
2. Catalogue existing funding sources currently being accessed, and potential for access, by FNs and CYI by:
 - researching all federal, territorial, local and private sources
 - documenting access methodology
 - current funding levels
 - and historical funding responses.

WORK PLAN (92/06/12)

TASK 3:

To develop procedures for the investment of the Trust Fund

Activities:

1. determine the legal and other limitations to the investment of the Trust Fund
2. research appropriate investment strategies (FNs values and standards to be maintained)
3. select preferred strategies - list benefits and limitations of each
4. consult with FNs to select the most preferred strategy
5. determine and establish procedures for the investment strategy
6. develop procedures for monitoring and reporting on TTF investments

TASK 4:

To establish an appropriate accounting and reporting mechanism for the expenditure of the Trust Fund

Activities:

1. determine the legal and other requirements for reporting on, and accounting of trust expenditures
2. establish policy with respect to accounting procedures
3. establish accounting practices
4. establish policy with respect to reporting expectations
5. establish reporting format
6. determine expected reporting timeframes
7. establish approval/rejection criteria and process for FNs and the parties to the Agreement to respond to the TPC's reporting of expenditures

WORK PLAN (92/06/12)

TASK 5:

To evaluate and respond to requests for fund expenditures according to approved workplan

Activities:

1. establish criteria for selection of requests
2. establish critical dates for the receipt by TPC of applications and proposals
3. establish receipt and confirmation of receipt procedures
4. develop policy and procedures
5. communicate and consult with FNs on the policy and procedures
6. receive proposals and review for completeness with the proposer
7. evaluate and approve or reject requests based on approved policies, procedures and criteria
8. based on the evaluation, develop any recommendations to other training or funding programs
9. determine the appropriate payment (and payment schedule) to be made from the Trust Fund for approved projects
10. communicate with proposer regarding the results of the proposal review
11. if successful, communicate with the proposer regarding the reporting and monitoring requirements
12. evaluate all approved projects on a regular basis
13. evaluate and revise selection and response procedures on a regular basis in consultation with FNs

**OBJECTIVE 5:
DEVELOP A TRAINING PLAN FOR THE
IMPLEMENTATION OF THE UFA**

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

TASK 1:

To determine the skills required
to implement the UFA

ACTIVITIES:

1. review the UFA document and identify all possible skill requirements for implementation
2. review UFA implementation plans and identify all possible skill requirements
3. review any FN Agreements and implementation plans and note the skill requirements as identified by the FN
4. identify any gaps or overlaps between 1, 2, and 3 above
5. review findings of analysis with FNs and parties to the Agreement
6. analyze the skill requirements to determine generic and specific skill areas

TASK 2:

To determine the current skills
existing among FNs

ACTIVITIES:

1. review the identified skill areas required for the implementation of the UFA
2. review and analyze current skill assessment data related to FNs that is available:
 - Statistics Canada
 - YTG Statistics Bureau
 - Individual FN assessments
 - various government departments, etc.
3. review existing data collection devices for cultural and Yukon relevancy
4. choose, or design, if necessary, an appropriate skill identification device which includes:
 - skill, interest and aptitude assessment
 - opportunity for employment
 - willingness of individual to commit to available positions or to training
 - assessment of the requirement for wellness and other social preparedness
5. based on the selected device and methodology, determine the most appropriate resource to conduct the assessment (employee, FN researchers, consulting agencies, etc.)
6. conduct the assessment and analyze the data
7. provide an analysis of existing skill levels, interests, aptitudes currently available among FNs and review this analysis with FNs and the parties to the Agreement

WORK PLAN (92/06/12)

TASK 3:

To determine the gap between required skills and available skills to identify training needs

ACTIVITIES:

1. conduct an analysis of the differences between what skills exist and what skills are required for UFA implementation
2. review with FNs the skills analysis and then review individual FN skill development needs
3. categorize the skill shortages and identify skill requirement areas with reference to the UFA
4. individualize the training needs in FN communities and develop a FN HRD plan
5. prioritize training needs with the FN

TASK 4:

To analyze existing training programs for their ability to meet the required training needs, recommend modifications or alternate training programs

ACTIVITIES:

1. based on the TPC guiding principles, determine the nature and extent of information required to evaluate existing programs
2. develop a training program evaluation tool
3. solicit and obtain information on existing programs
4. evaluate the ability of the existing training programs to meet the training needs identified for implementation
5. recommend modifications or alternative programs
6. facilitate, as required, the negotiation of modifications to programs for FNs, including:
 - costs
 - timelines
 - delivery mechanism and location
 - curriculum revision
 - instructor qualifications, etc.

WORK PLAN (92/06/12)

TASK 5:

To develop a resource inventory of suitable programs

ACTIVITIES:

1. research and inventory existing suitable programs as to:
 - cost and availability
 - program parameters,
 - teaching or presentation methodology (refelct FN values) etc.
2. cross reference the inventory with the training needs identified to determine the limitations of existing programs
3. determine and prioritize programs required to meet training needs
4. develop a strategy to provide required and suitable programs to meet the training needs
5. communicate with FNs, the parties to the Agreement and the agencies responsible for providing appropriate training programs
6. make further recommendations on programs and modifications required based on FN feedback

TASK 6:

To prepare the Training Plan

ACTIVITIES:

1. obtain FNs training plans as source documents
2. analyze FNs training plans to determine generic and specific training plan components
3. assist FNs in the development and revision of their individual training plans for UFA and FNFA implementation
4. consult with FNs to achieve consensus on the UFA implementation training plan requirements
5. prepare UFA training plan and distribute to parties to the Agreement, FNs, IPWG, etc.

WORK PLAN (92/06/12)

TASK 7:

To determine the requirements for funding of training plan requirements

ACTIVITIES:

1. prepare a costing analysis of the training plan by individual program and by delivery mechanism
2. review for cost effectiveness/efficiency measures which may be possible

TASK 8:

To analyze existing funding programs as to their ability to meet required training costs and recommend modifications or seek other funding

ACTIVITIES:

1. based on the guiding principles of the TPC, determine information required to evaluate existing funding programs
2. design the data collection and evaluation instruments
3. request and obtain information on existing funding programs
4. evaluate ability of existing funding programs to meet training plan funding requirements
5. recommend modifications to existing funding programs or seek alternate funding
6. facilitate, when necessary, the negotiation of modifications to funding programs which may be required

TASK 9:

To develop an inventory of suitable funding programs

ACTIVITIES:

1. research and inventory suitable funding programs including information on:
 - availability of funds
 - access methodology
 - proposal evaluation criteria, etc.
2. analyze and develop a listing of training programs requiring funding for which existing or modified funding programs will not be able to address
3. research alternate funding sources and methodologies (private foundations, experimental projects, etc.)
4. communicate this information to individual FNs and agencies which have the mandate or responsibility to provide funding for the training plan

TRAINING POLICY COMMITTEE

WORK PLAN (92/06/12)

TASK 10:

To compare the inventories of suitable programs to suitable funding sources

ACTIVITIES:

1. compare the prepared inventory of suitable training programs with the inventory of suitable funding programs
2. provide recommendations as to the "best fit" between the training programs and funding sources in order to maximize the effectiveness and efficiency of the funding available
3. provide this information to FNs

TASK 11:

To monitor the UFA implementation process to identify any modifications to the training plan that may be required

ACTIVITIES:

1. monitor all FN UFA implementation training which may or may not have been reviewed by the TPC
2. review, with FNs, the training plans and identify any implementation activities that may not have been identified previous to implementation
3. provide for regular review and, if necessary, any modification to the training plan
4. monitor funding sources for new funding programs or changes to funding programs which may affect implementation training
5. communicate the information on any changes to training needs and funding programs to FN's, funding agencies, deliverers of programs, parties to the Agreement, etc.

TASK 1:

To determine the responsibility of governments and agencies other than the TPC for establishing training programs for implementation of the UFA

WORK PLAN(92/06/12)

Activities:

1. based on a comparison of the training plan and the consultative arrangements, analyze the proposed programs and funding to determine which programs or funding can be negotiated as a responsibility or partial responsibility of agencies other than the TPC
2. carry out the necessary negotiations for programs to be established as a responsibility or partial responsibility of agencies other than the TPC
3. in selected programs provided through other agencies ascertain the feasibility of increasing the input and control by FNs
4. research alternative methods of program delivery (institutional structure, distance education, etc.)
5. through ongoing research and comparing the training plan and consultative arrangements, analyze programs through other agencies to determine which need modification to implement the training plan within FN objectives and principles
6. propose and establish modifications to programs prior to establishing new programs through other agencies
7. monitor and evaluate regularly all training programs established through agencies other than the TPC

TASK 2:

To determine the responsibility of the TPC for establishing training programs

Activities:

1. considering the interim and future roles of the TPC, and the prioritized training plan requirements, determine and prioritize the programs which are required, but are not available through agencies other than the TPC
2. determine the amount of funding available for establishing training programs through the TPC, taking into account:
 - the guidelines for expenditure of funds,
 - the annual budget, and
 - tasks in the workplan
3. determine the feasibility of the TPC to establish training programs
4. establish training programs initially as pilot projects
5. monitor and evaluate regularly all training programs established through the TPC

WORK PLAN (92/06/12)

TASK 3:

To seek and provide funding for training programs through the TPC and other agencies

Activities:

1. catalogue and assess the availability of funding on an ongoing basis and the availability of funding on an irregular short-term basis from the TPC and other agencies for all training programs, based on:
 - the guidelines for expenditures,
 - the data concerning available funding, and
 - the training requirements
2. as part of the annual budget deliberations in the year previous to the budget year, negotiate funding with other agencies through the established consultative arrangements, and determine funding available for programs through the TPC
3. determine and write policy and guidelines for providing funding to programs through other agencies or through the TPC
4. review and revise funding guidelines as needed

WORK PLAN

SUMMARY AND TIMELINES

WORK PLAN TIMELINES OVERVIEW

REVISED -(92/06/12)

| OBJ. | | TIMELINES - FIRST YEAR AND ACTIVITIES | | | | | | | | | |
|------|-------|---------------------------------------|--|--|--------------|--|--|--------------|--|--|--------------------|
| | TASKS | 1ST 4 MONTHS | | | 2ND 4 MONTHS | | | 3RD 4 MONTHS | | | ONGOING ACTIVITIES |
| | | | | | | | | | | | |
| 5. | 1 | | | | | | | | | | |
| | 2 | | | | | | | | | | |
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| | 11 | | | | | | | | | | |
| 6. | 1 | | | | | | | | | | |
| | 2 | | | | | | | | | | |
| | 3 | | | | | | | | | | |

TRAINING POLICY COMMITTEE

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - FIRST FOUR (4) MONTHS | | | |
|---|--|--|-----------|-----------|
| | 1ST MONTH | 2ND MONTH | 3RD MONTH | 4TH MONTH |
| OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN | TASK 1: To determine the objectives to be undertaken by the TPC | TASK 4: To develop actions plans from the objectives, tasks and activities | | |
| | TASK 2: To determine the tasks involved in each of the objectives set for the TPC | TASK 5: To submit the workplan | | |
| OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST | TASK 3: To determine the activities needed to implement each task identified for the objective | | | |
| | TASK 2: To establish the role of the TPC | TASK 1: To research and obtain initial and ongoing orientation and training for the TPC | | |
| | TASK 6: To effectively communicate the activities and decisions of the TPC (including the annual report) | TASK 3: To develop and establish policy and processes for the effective operation of the TPC | | |
| | | TASK 4: To secure funding and resource commitments for trustees' participation on the TPC | | |

REVISED -(92/06/12)

WORK PLAN TIMELINES

| OBJECTIVE | TIMELINE - FIRST FOUR (4) MONTHS | | | |
|--|---|---|--|-----------|
| | 1ST MONTH | 2ND MONTH | 3RD MONTH | 4TH MONTH |
| OBJECTIVE 3: TO ESTABLISH CONSULTATIVE ARRANGEMENTS BETWEEN GOVERNMENT AND FIRST NATIONS | TASK 1: To determine what is meant by "consultative arrangements" and "one window approach" | TASK 3: To determine how consultative arrangements and a one-window approach will be established | | |
| | TASK 2: To determine why consultative arrangements and a one-window approach are necessary and with whom | | | |
| OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN | | TASK 1: To establish policy and procedure for expenditure of the Trust Fund | TASK 3: To develop procedures for the investment of the Trust Fund TASK 4: To establish an appropriate accounting and reporting mechanism for the expenditure of the Trust Fund | |

TRAINING POLICY COMMITTEE

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - FIRST FOUR (4) MONTHS | | | |
|---|----------------------------------|---|---|-----------|
| | 1ST MONTH | 2ND MONTH | 3RD MONTH | 4TH MONTH |
| OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA | | TASK 1: To determine the skills required to implement the UFA | TASK 2: To determine the current skills existing among FNs | |
| OBJECTIVE 6: TO ESTABLISH TRAINING PROGRAMS IN ACCORDANCE WITH THE WORKPLAN AND TRAINING PLAN | | | | |

WORK PLAN TIMELINES

| OBJECTIVE | TIMELINE - SECOND FOUR (4) MONTHS | | | |
|--|-----------------------------------|-----------|-----------|-----------|
| | 5TH MONTH | 6TH MONTH | 7TH MONTH | 8TH MONTH |
| OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN | | | | |
| OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST | | | | |

TRAINING POLICY COMMITTEE

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - SECOND FOUR (4) MONTHS | | | |
|--|-----------------------------------|-----------|-----------|-----------|
| | 5TH MONTH | 6TH MONTH | 7TH MONTH | 8TH MONTH |
| OBJECTIVE 3: TO ESTABLISH CONSULTATIVE ARRANGEMENTS BETWEEN GOVERNMENT AND FIRST NATIONS | | | | |
| OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN | | | | |

REVISED - (92/06/12)

WORK PLAN TIMELINES

| TIMELINE - SECOND FOUR (4) MONTHS | | | | |
|---|--|-----------|-----------|---|
| OBJECTIVE | 5TH MONTH | 6TH MONTH | 7TH MONTH | 8TH MONTH |
| OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA | TASK 4: To analyze existing training programs for their ability to meet the required training needs, recommend modifications or alternate training programs | | | TASK 3: To determine the gap between required skills and available skills to identify training needs |
| | TASK 5: To develop a resource inventory of suitable programs | | | |
| OBJECTIVE 6: TO ESTABLISH TRAINING PROGRAMS IN ACCORDANCE WITH THE WORKPLAN AND TRAINING PLAN | | | | |

TRAINING POLICY COMMITTEE

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - THIRD FOUR (4) MONTHS | | | |
|---|----------------------------------|------------|------------|------------|
| | 9TH MONTH | 10TH MONTH | 11TH MONTH | 12TH MONTH |
| OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN | | | | |
| OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST | | | | |

WORK PLAN TIMELINES

| OBJECTIVE | TIMELINE - THIRD FOUR (4) MONTHS | | | |
|--|----------------------------------|------------|---|------------|
| | 9TH MONTH | 10TH MONTH | 11TH MONTH | 12TH MONTH |
| OBJECTIVE 3: TO ESTABLISH CONSULTATIVE ARRANGEMENTS BETWEEN GOVERNMENT AND FIRST NATIONS | | | TASK 5: To evaluate and respond to requests for fund expenditures according to the approved work plan | |
| OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN | | | | |

TRAINING POLICY COMMITTEE

Page 32

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - THIRD FOUR (4) MONTHS | | | |
|--|---|--|--|------------|
| | 9TH MONTH | 10TH MONTH | 11TH MONTH | 12TH MONTH |
| OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA | TASK 6: To prepare the Training Plan TASK 7: To determine the requirements for funding of training plan requirements TASK 8: To analyze existing funding programs as to their ability to meet required training costs and recommend modifications or seek other funding | TASK 9: To develop an inventory of suitable funding programs TASK 10: To compare the inventories of suitable programs to suitable funding sources | | |
| | TASK 1: To determine the responsibility of governments and agencies other than the TPC for establishing training programs for implementation of the UFA TASK 2: To determine the responsibility of the TPC for establishing training programs | | TASK 3: To seek and provide funding for training programs through the TPC and other agencies | |

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - ONGOING ACTIVITIES |
|--|--|
| <p>OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN</p> | <p>TASK 6: To maintain a current workplan</p> |
| <p>OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST</p> | <p>TASK 1: To research and obtain initial and ongoing orientation and training for the TPC</p> <p>TASK 4: To secure funding and resource commitments for the trustees' participation on the TPC</p> <p>TASK 5: To provide for TPC members to carry out their responsibilities to the TPC in their traditional languages</p> <p>TASK 6: To effectively communicate the activities and decisions of the TPC (including the annual report</p> |

TRAINING POLICY COMMITTEE

WORK PLAN TIMELINES

REVISED -(92/06/12)

| OBJECTIVE | TIMELINE - ONGOING ACTIVITIES |
|---|---|
| <p>OBJECTIVE 3:</p> <p>TO ESTABLISH CONSULTATIVE ARRANGEMENTS BETWEEN GOVERNMENT AND FIRST NATIONS</p> | |
| <p>OBJECTIVE 4:</p> <p>TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN</p> | <p>TASK 2: To determine the amount of funds in the Trust that are available for expenditure</p> <p>TASK 5: To evaluate and respond to requests for fund expenditures according to the approved workplan</p> |

WORK PLAN TIMELINES

REVISED - (92/06/12)

| OBJECTIVE | TIMELINE - ONGOING ACTIVITIES |
|---|--|
| <p>OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA</p> | <p>TASK 11: To monitor the UFA implementation process to identify any modifications to the training plan that may be required</p> |
| <p>OBJECTIVE 6: TO ESTABLISH TRAINING PROGRAMS IN ACCORDANCE WITH THE WORKPLAN AND TRAINING PLAN</p> | <p>TASK 3: To seek and provide funding for training programs through the TPC and other agencies</p> |

WORK PLAN

ACTION PLAN

**OBJECTIVE 1: TO DEVELOP A
WORKPLAN TO BE INCLUDED IN THE UFA
IMPLEMENTATION PLAN**

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 1:

To determine the objectives to be undertaken by the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|-------------------|---|
| 1. review the mandate of the TPC as provided for in the UFA, Chapter 28 | Working Group | Group review of UFA Ch. 28 | 1st month | Currently budgeted for through IPWG mandate |
| 2. prioritize individual mandate items chronologically | Working Group | Group brainstorming activity and discussion - consensus | 1st month | Currently budgeted for through IPWG mandate |
| 3. identify for each mandated item, an objective for implementation | Working Group | Group brainstorming activity and discussion - consensus | 1st month | Currently budgeted for through IPWG mandate |
| 4. identify and review any additional objectives which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to achieve the objective | Working Group initially - in future will be done by TPC / Co-ordinator | Group brainstorming activity and discussion - consensus | 1st month | Currently budgeted for through IPWG mandate - in future can be done at each regular meeting of the TPC |

TRAINING POLICY COMMITTEE

OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN

ACTION PLANS (92/06/19)

TASK 2:

To determine the tasks involved in each of the objectives set for the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|---|---|-----------------------|---|
| 1. analyze each objective and identify separate tasks which need to be undertaken to accomplish the objective | Working Group | Group review and brainstorming - consensus | 1st month | Currently budgeted for through IPWG mandate |
| 2. prioritize and list the tasks chronologically | Working Group | Group input and assignment to individuals with group review and consensus | 1st month | Currently budgeted for through IPWG mandate |
| 3. identify and review any additional tasks which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to undertake the task | Working Group - initially but will be done in future by TPC /Coordinator as part of ongoing review of tasks | Group consensus | 1st month and ongoing | Currently budgeted for through IPWG mandate - in future can be done at each regular meeting of the TPC |

TRAINING POLICY COMMITTEE

OBJECTIVE 1: TO DEVELOP A WORKPLAN TO BE INCLUDED IN THE UFA IMPLEMENTATION PLAN

ACTION PLANS (92/06/19)

TASK 3:

To determine the activities needed to implement each task identified for the objective

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|-----------------------|---|
| 1. analyze each task and identify required activities which need to be undertaken to accomplish the task | Working Group | Group review, brainstorming and consensus | 1st to 2nd month | Currently budgeted for through IPWG mandate |
| 2. prioritize and list the activities chronologically | Working Group | Analyze time requirements and limitations of TPC -research other similar activities -establish timeframes as necessary | 2nd month | Currently budgeted for through IPWG mandate |
| 3. identify and review any additional activities which may be assigned or requested of the TPC and determine the mandate and capability of the TPC to undertake the activity | Working Group - initially but will be done in future by TPC /Coordinator as part of ongoing review of tasks | Review with Group initially -present to TPC and adjust as required in future | 2nd month and ongoing | Currently budgeted for through IPWG mandate - in future can be done at each regular meeting of the TPC |

**OBJECTIVE 1: TO DEVELOP A
WORKPLAN TO BE INCLUDED IN THE UFA
IMPLEMENTATION PLAN**

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 4:

To develop actions plans from the objectives, tasks and activities

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|----------------------|---|-------------------|---|
| 1. review and chart activities which have already been completed and new activities yet to be completed | Working Group | Working Group brainstorm, assignment to individuals of group - discussion and consensus | 2nd month | Currently budgeted for through IPWG mandate |
| 2. determine timeframes, process, assignments, resources and expected outcomes of each task yet to be completed | Working Group | Working Group brainstorm, assignment to individuals of group - discussion and consensus | 2nd month | Currently budgeted for through IPWG mandate |
| 3. review all activities to determine the inter-relationships between them | Working Group | Working Group review and assessment | 2nd month | Currently budgeted for through IPWG mandate |
| 4. determine immediate activity priorities | Working Group | Working Group review and assessment -consensus | 2nd month | Currently budgeted for through IPWG mandate |

**OBJECTIVE 1: TO DEVELOP A
WORKPLAN TO BE INCLUDED IN THE UFA
IMPLEMENTATION PLAN**

ACTION PLANS (92/06/19)

TASK 5:

To submit the workplan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--------------------------------------|--|-------------------|---|
| 1. review, revise and approve draft workplan | Working Group and TPC/Coordinator | Item by item analysis for flow of items and knowledge of community needs | 2nd month | Currently budgeted for through IPWG mandate |
| 2. submit draft workplan to IPWG for review and recommended revisions | TPC/Coordinator | Submit, meet and explain | 2nd month | Currently budgeted for through IPWG mandate |
| 3. revise workplan | Working Group and/or TPC Coordinator | Review and revise as required based on recommendations from IPWG and TPC | 2nd month | Currently budgeted for through IPWG mandate |
| 4. submit finalized workplan to IPWG | TPC/Coordinator | Submit, meet and explain | 2nd month | Currently budgeted for through IPWG mandate |

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

**OBJECTIVE 1: TO DEVELOP A
WORKPLAN TO BE INCLUDED IN THE UFA
IMPLEMENTATION PLAN**

TASK 6:

To maintain a current workplan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|-----------------------------|---|------------------------------|--|
| 1. monitor the approved final workplan through those persons or bodies responsible for each activity | TPC | Design and evaluation and monitoring tool -design monitoring policy -design and field test procedures -execute as required | 2nd to 3rd month and ongoing | consultant to design instruments and process for evaluation and monitoring (Estimate:\$2,000) |
| 2. evaluate the approved workplan at each regular TPC meeting | TPC and staff (Coordinator) | Use the developed tool and policies | 2nd to 3rd month and ongoing | staff unless TPC wishes to use independent evaluations - cost will depend on the scope of the evaluation |
| 3. revise and/or update workplan as necessary | TPC and staff (Coordinator) | Respond as required but within established policy . Change workplan only after several "tests" of the process and content | 2nd to 3rd month and ongoing | Staff and TPC |

TRAINING POLICY COMMITTEE

OBJECTIVE 2:
TO BE TRUSTEES OF THE TRUST

ACTION PLANS (92/06/19)

TASK 1:
To research and obtain initial and ongoing orientation and training for the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|--|--|
| 1. research and obtain initial training or assistance for all TPC members to become knowledgeable about the legal responsibilities and requirements of Trustees | TPC to contract with trainer/legal opinion | 1 to 2 day workshop | After appointment of members - 1st month | Estimate - \$2,000 |
| 2. research, obtain and provide ongoing training for all TPC members in the skills required of a trustees/board member | TPC to utilize staff and contract for training as required | 1 to 2 day workshops initially then training may become a part of each TPC agenda | 1st month, then ongoing over the 1st year | Estimate - \$3,000 initially, then ongoing \$5,000 per year |
| 3. research and obtain initial training or assistance for all TPC members to have an understanding of inter-cultural attitudes and issues | TPC to contract with trainers in cross-cultural awareness | 1 to 2 day workshops initially then training may become a part of each TPC agenda | In the 1st two months, then ongoing over the life of the TPC | Estimate - \$3,000 initially, then ongoing \$5,000 per year |
| 4. research, obtain and provide ongoing orientation and training for all new TPC members on the operational requirements of the TPC with respect to: <ul style="list-style-type: none">- legal issues and- inter-cultural needs | TPC to contract trainers and utilize staff as required | 2 to 3 day workshop initially then training may become a part of each TPC agenda | On appointment of new members | Estimate \$2,000 per year |
| 5. evaluate the skills of TPC members to determine future needs and to revise ongoing training | TPC and staff using a predetermined instrument | At the end of each training session and periodically at regular TPC meetings | After each training session | No extra costs expected other than initial design of training evaluation tool (Estimate \$1,000) |

TRAINING POLICY COMMITTEE

OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST

ACTION PLANS (92/06/19)

TASK 2:

To establish the role of the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--------------------------|---|--|---|
| 1. approve and sign the Trust document establishing the Trust Fund | TPC and legal assistance | Contact all required signatories and establish meeting for signing | Immediately after approval of the parties to the Agreement | No extra expenditures anticipated - IPWG cost |
| 2. apply the workplan guidelines to revise, approve and assign tasks | TPC and staff | Use guiding principles as approved by TPC | 1st month | No cost anticipated beyond costs of TPC members to meet and staff costs |
| 3. with professional advice, determine the appropriate role of the TPC (foundation or other structure) | TPC and staff | Seek advice from parties to the Agreement, other agencies with similar mandate, private foundations, legal advice | 1st month | Minimal costs other than TPC staff search for advice |
| 4. determine a one year interim role for the TPC, based on the UFA and the Trust document | TPC and staff | Use advice and mandate under the UFA and Trust document | 1st to 2nd month | No costs anticipated beyond costs of TPC members to meet |
| 5. evaluate and revise the interim role of the TPC in consultation with FNs during the first year | TPC, FNs, and staff | Consult with FNs, TPC to consider and establish interim role | Over 1st six to twelve months | Costs of consultation |
| 6. through an analysis of information gathered through practice and evaluations and through consultation with FNs during the first year, determine the long-term role of the TPC | TPC and staff | Options for long-term role with benefits and problems of each. TPC to decide on best option at regular meeting | At the end of the 1st year | No costs anticipated beyond costs of TPC members to meet |

TRAINING POLICY COMMITTEE

OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST

ACTION PLANS (92/06/19)

TASK 3:

To develop and establish policy and processes for the effective operation of the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|------------------------------------|--|---|---|
| 1. research and develop appropriate policies (in draft) in accordance with the Work Plan Guidelines | TPC, staff and professional advice | TPC sub-committee(?) in consultation with staff and professional advice | In 1st 3 months | No costs anticipated beyond staff costs unless activity is contracted to consultant |
| 2. request and obtain FNs advice on the proposed policies | TPC, staff and FNs | Consultation with FNs (document draft?) | During 1st three months and ongoing | No costs anticipated except for costs of consultation - staff costs, mailing, telephone, etc. |
| 3. revise as necessary and adopt policies as working documentation | TPC and staff - TPC | TPC meeting with material prepared by staff based on input | First 3 months and thereafter once per year | No costs anticipated beyond staff costs unless activity is contracted to consultant |
| 4. design and approve appropriate procedures for the policies | TPC staff with professional advice | TPC staff to develop and submit for approval to TPC | In first 3 months then once per year | No costs anticipated beyond staff costs unless activity is contracted to consultant |
| 5. develop an appropriate policy and procedures manual for ongoing usage | TPC staff with professional advice | Potential for a separate contract to be let with monitoring and support by TPC staff | In first three months with revision as required | Initial costs of consultant to prepare manual (Estimated - 3 to \$5,000) |

TRAINING POLICY COMMITTEE

OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST

ACTION PLANS (92/06/19)

TASK 4:

To secure funding and resource commitments for trustees' participation on the TPC

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|----------------------|--|
| 1. based on the workplan, determine the time and other commitments of each of the trustees for the initial year of operation | TPC | Analysis of Work Plan by individual TPC members and consensus on required commitments | 1st month | No extra costs anticipated other than staff costs and TPC time |
| 2. based on proposed activities, determine the first-year expenditures of actual and in-kind costs for the operation of the TPC | TPC staff and TPC Budget subcommittee? TPC members | Costing of activities to be prepared and presented by TPC staff and discussed and approved at TPC meeting | 1st month | No extra costs anticipated other than staff costs and TPC time |
| 3. develop the first annual budget of the TPC in consultation with the governments represented on the TPC | TPC staff, TPC subcommittee? -approval by TPC | TPC staff in consultation with parties to the Agreement | 1st month | No extra costs anticipated other than staff costs and TPC time |
| 4. determine assured resources for actual and in-kind costs for the first year of operation | TPC members and TPC staff | Based on budget, confirm with parties to the Agreement their contributions to TPC operation | 1st three months | No extra costs anticipated other than staff costs and TPC time |
| 5. determine the need for more resources for first year operations and seek approval for these resources. Revise budget. | TPC and staff | Based on budget, confirm with parties to the Agreement their contributions to TPC operation | 1st three months | No extra costs anticipated other than staff costs and TPC time |
| 6. using a consultative process, develop a tentative 3-year budget (for years 2-4) for the operation of the TPC, based on the workplan and activities planned and completed in the first year | TPC, FNs, parties to the Agreement (IPWG) | Based on budget, confirm with parties to the Agreement and FNs, their contributions to TPC operations | 2nd half of 1st year | No extra costs anticipated other than staff costs and TPC time |
| 7. by the middle of the first year of operation, seek and obtain approval for funds from relevant agencies or governments for the budget of the TPC for the following three years | TPC, parties to the Agreement | Based on budget, confirm with parties to the Agreement and FNs, their contributions to TPC operations | 2nd half of 1st year | No extra costs anticipated other than staff costs and TPC time |

TRAINING POLICY COMMITTEE

OBJECTIVE 2: TO BE TRUSTEES OF THE TRUST

ACTION PLANS (92/06/19)

TASK 5:

To provide for TPC members and others to carry out their responsibilities to the TPC in their traditional languages

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|------------------------|---|
| 1. design a written policy for TPC responsibilities in carrying out this task which considers the following activities: | TPC and staff in consultation with professionals (Aboriginal Languages - YTG, Native Language Center, Etc.) | After consultation, staff to prepare policy for TPC approval (TPC policy sub-committee?) | 1st 6 months | No costs anticipated other than staff costs for consultation |
| 2. upon the request of an aboriginal member of the TPC for traditional language services, determine the necessity for, and feasibility of, providing the services to carry out responsibilities in a traditional language for that member or other person making representation to the TPC | TPC staff, TPC | Utilize policy developed and refer to TPC for decision | on request for service | Not applicable |
| 3. determine the resources available to provide oral and written translation services to the TPC, and the costs to the TPC if any | TPC and staff in consultation with professionals (Aboriginal Languages - YTG, Native Language Center, Etc.) | TPC staff to prepare options for TPC decision | on request for service | Unable to determine at this time, but will require commitment from the parties to the Agreement for funding |

OBJECTIVE 2:
TO BE TRUSTEES OF THE TRUST

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 6:

To effectively communicate the activities and decisions of the TPC (including the annual report)

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|---|---|
| 1. in consultation with FNs and other agencies and governments determine: <ul style="list-style-type: none"> - the legal and other requirements for communications; - which activities and decisions require communicating; - how these activities and decisions should be communicated; - to whom these should be communicated; and - when and how often they should be communicated | TPC, staff and FNs and parties to the Agreement | Consultative process monitored by TPC staff | 1st month | Staff costs and operational costs for consultation |
| 2. write communications policies and strategies which outline the procedure for regular and unusual communications processes | TPC and staff (TPC sub-committee?) professional assistance on FN communications | Staff and sub-committee? prepare document with assistance for TPC approval | 1st 2 months | Staff costs and costs for professional advice on communications strategy (Estimate- \$3 to \$4,000) |
| 3. prepare and distribute the annual report as part of the communications requirement | TPC staff and professionals | TPC staff with contracts for preparation of the annual report (writing, printing etc.) | Annual distribution, however there will be a schedule of activities throughout the year for preparation of the report | Staff costs, production, printing and distribution Estimate 8 to \$10,000 |
| 4. provide a budget for the communications strategy | TPC staff (TPC sub-committee?) | TPC staff and TPC sub-committee -finance? | 1st 2 to 3 months | Staff costs and TPC time |
| 5. review and revise the communications policy as required | TPC staff for TPC | Staff to revise according to TPC direction and recommendations | As required - annual review? | Staff costs and TPC time |

OBJECTIVE 3:
TO ESTABLISH CONSULTATIVE
ARRANGEMENTS BETWEEN
GOVERNMENT AND FIRST NATIONS

TRAINING POLICY COMMITTEE

Page 48

ACTION PLANS (92/06/19)

TASK 1:

To determine what is meant by "consultative arrangements" and "one window approach"

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|---|--|-------------------|---|
| 1. clearly define through brainstorming and consensus of the committee what is meant by "consultative arrangements" and "one window approach" (decision-making vs. information/ resource provision) | TPC | Brainstorm ideas and reach consensus as to the definitions | 1st month | TPC time |
| 2. consult, within a limited timeframe, with FNs, governments and agencies to determine if the definitions of the TPC are supported by those involved in, or affected by, consultative arrangements and a one window approach | TPC, FNs, parties to the Agreement, agencies with whom the TPC may have contact | Consultative process through document review and meetings to review definitions | 1st two months | Staff and consultative costs (document preparation, mailing, telephone, etc.) |
| 3. revise definitions according to input if necessary | TPC and staff | TPC staff and TPC sub-committee? based on consultation information | 1st two months | Staff and TPC time |
| 4. record definitions into the policy manual for reference | TPC staff | TPC staff to write definitions. After TPC approval record in policy manual | 1st two months | Staff costs |
| 5. revise definitions as needed | TPC and staff | On periodic review and consultation, staff to prepare revisions for TPC approval | As required | Staff costs and TPC time |

OBJECTIVE 3:
TO ESTABLISH CONSULTATIVE
ARRANGEMENTS BETWEEN
GOVERNMENT AND FIRST NATIONS

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 2:

To determine why consultative arrangements and a one-window approach are necessary and with whom

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|----------------------|--|-------------------|---------------------------------|
| 1. with reference to the role of the TPC and the workplan, list the governments, agencies and other bodies and individuals that are, or will be, involved in the work of the TPC | TPC and staff | Staff to prepare initial listing of those involved with TPC and submit to TPC for revision | 1st month | Staff costs and TPC time |
| 2. determine the level of involvement of the TPC with the various bodies and individuals | TPC and staff | Staff to recommend level of involvement for submission to TPC for revision | 1st month | Staff costs and TPC time |
| 3. prioritize the various bodies and individuals by importance to the workplan by determining those bodies and individuals which will provide maximum benefit for accomplishing the workplan of the TPC | TPC and staff | Staff to recommend priority ranking for TPC review and revision | 1st month | Staff costs and TPC time |

OBJECTIVE 3:
TO ESTABLISH CONSULTATIVE
ARRANGEMENTS BETWEEN
GOVERNMENT AND FIRST NATIONS

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 3:

To determine how consultative arrangements and a one-window approach will be established

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|--|---------------------------------|--|
| 1. research and determine the most efficient means of consulting with the prioritized bodies and individuals within the definitions of consultative arrangements and one-window approach agreed upon | TPC and staff | Consultation with prioritized bodies to determine and agree upon processes for future consultative arrangements Staff will undertake much of the requisite work | 1st to 2nd month | Staff costs and TPC time |
| 2. consider the establishment of interim one-window structures, with appropriate membership, to assist the TPC in accomplishing its immediate tasks (technical and consultative) | TPC and staff and professional advice | Staff, with professional advice, will recommend to the TPC, appropriate interim structures | 2nd month | Staff costs and professional services (Estimated 2 to \$3,000) |
| 3. determine policy for the interim structures including: <ul style="list-style-type: none"> - length of operation; - reporting requirements; - authorities; - membership; and - operations | TPC and staff and professional advice | Using policy making guidelines, staff will prepare, with assistance, policy recommendations for TPC approval | 2nd month | Staff costs and TPC time |
| 4. evaluate the interim consultative arrangements and one window approach | TPC and staff with evaluation assistance | Recommend an independent evaluation be undertaken with monitoring by the staff | last 2 months of the first year | Staff costs for monitoring. Estimate for evaluation 5 to \$7,000 |
| 5. based on the evaluation of the interim structures and the previous research, determine the most appropriate methods for long-term consultation and provision of one-window services | TPC, staff and professional advice | Staff and TPC to review evaluation and, with assistance, design appropriate long-term structures and processes for ongoing consultation/service | by the end of the first year | Staff and TPC time. Estimate for professional services -3 to \$5,000 |

TRAINING POLICY COMMITTEE

OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN

ACTION PLANS (92/06/19)

TASK 1:

To establish policy and procedure
for expenditure of the Trust Fund

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|-------------------|---|
| 1. research legal trust restrictions applicable to the Trust Fund | TPC staff, legal assistance | Consultation by staff with legal opinion | 2nd month | Staff costs and legal advice (Estimate 500 to \$1,000) |
| 2. research and record previously set guidelines on Trust Fund usage as established by leadership, Elder's Council, parties to the Agreement, IPWG, TPC, etc. | TPC staff | Research past documentation and files, consultation with various bodies to confirm intent | 2nd month | Staff costs and consultation costs (mail, telephone, etc.) |
| 3. consult FNs with respect to previous experiences with access to funding for the purposes of recommending an appropriate funding process for the Trust Fund | TPC staff | Survey FNs to gather information then analyze in order to provide direction to Trust Fund access process | 2nd to 3rd month | Staff costs and consultation costs (mail, telephone, etc.) |
| 4. design access/request format and process | TPC staff or professional services | Based on information gathered, design and field test the format and process. These activities may be contracted out to professional services with monitoring by staff and TPC | 2nd to 3rd month | Staff costs or professional services (Estimated 3 to \$5,000) |
| 5. field test format and process | TPC staff or professional services | | " | " |
| 6. revise initial format and process | TPC staff or professional services | | " | " |
| 7. in consultation with FNs develop, with respect to fund usage; values statements, policy, trust fund distribution criteria and procedures for access | TPC staff or professional services | Based on the information gathered and the field test, staff will prepare a discussion document for TPC discussion and approval | 3rd month | Staff costs and TPC time |
| 8. communicate statements on fund usage to all FNs, governments and public (interpretive guide to explain policy and procedures | TPC staff with professional assistance | TPC staff to obtain professional assistance to prepare communications (see communications strategy) | 3rd to 4th month | Staff costs, Communications costs (brochure?) and professional assistance (Estimate 2 to \$3,000) |

ACTION PLANS (92/06/19)

TASK 2:
To determine the amount of funds in the Trust that are available for expenditure

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|--|---|
| 1. analyze the funds available | TPC staff, accountant/book keeping service | TPC staff to arrange for, in accordance with TPC fiscal policy, for accounting/financial record management | Arrangements to be made prior to signing of the Trust document, then ongoing | Dependent on the abilities of TPC staff and accounting services costs (Estimate 4 to \$5,000 per year) |
| 2. Catalogue existing funding sources currently being accessed, and potential for access, by FNs and CYI by: | TPC staff or professional services contract | TPC staff to prepare and monitor separate contract for the research and cataloguing of information | 1st 3 to 6 months | Staff monitoring time and contract (Estimated cost of 10 to \$15,000) |
| <ul style="list-style-type: none"> - researching all federal, territorial, local and private sources - documenting access methodology - current funding levels - and historical funding responses. | | | | |

TRAINING POLICY COMMITTEE

OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN

ACTION PLANS (92/06/19)

TASK 3:

To develop procedures for the investment of the Trust Fund

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|--|-------------------|--|
| 1. determine the legal and other limitations to the investment of the Trust Fund | TPC staff with legal and accounting advice | TPC staff to obtain legal and accounting advice on service contract | 3rd month | Staff time and 1 to \$2,000 for advice |
| 2. research appropriate investment strategies (FNs values and standards to be maintained) | contract with investment advisor | TPC and staff to develop criteria for selection of investment advisor | 3rd month | Staff time to monitor -Estimated costs for investment advisor -3 to \$5,000 |
| 3. select preferred strategies - list benefits and limitations of each | contract with investment advisor | Investment advisor to research and prepare documentation for TPC | 3rd to 5th month | see above |
| 4. consult with FNs to select the most preferred strategy | TPC staff | TPC staff to consult with FNs based on information from investment advisor | 4th to 5th month | Staff time and consultative costs |
| 5. determine and establish procedures for the investment strategy | TPC staff with advice of legal and accounting services | Based on preferred strategy - staff to work with legal and accounting advisors | 5th to 6th month | Staff time and 1 to \$2,000 for advisors time |
| 6. develop procedures for monitoring and reporting on TTF investments | TPC staff with advice of legal and accounting services | Based on preferred strategy - staff to work with legal and accounting advisors | 5th to 6th month | See above |

TRAINING POLICY COMMITTEE

OBJECTIVE 4: TO DEVELOP GUIDELINES FOR EXPENDITURE FROM THE TRUST AND EXPEND FUNDS IN ACCORDANCE WITH THE WORKPLAN

ACTION PLANS (92/06/19)

TASK 4:

To establish an appropriate accounting and reporting mechanism for the expenditure of the Trust Fund

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|--|-------------------|---|
| 1. determine the legal and other requirements for reporting on, and accounting of trust expenditures | TPC staff with advice from legal and accounting services | TPC staff, in accordance with policy, to obtain legal and accounting advice | 2nd to 3rd month | TPC staff and costs of advisors (Estimate 1 to \$2,000) |
| 2. establish policy with respect to accounting procedures | TPC staff, TPC | TPC staff to prepare policy for TPC approval | 3rd month | Staff and TPC time |
| 3. establish accounting practices | TPC staff with advice from legal and accounting services | TPC staff to arrange for advice -then develop practices | 3rd month | Staff and TPC time |
| 4. establish policy with respect to reporting expectations | TPC staff and TPC | TPC staff to prepare for TPC approval | 3rd month | Staff and TPC time |
| 5. establish reporting format | TPC staff and TPC | TPC staff to prepare for TPC approval | 3rd month | Staff and TPC time |
| 6. determine expected reporting timeframes | TPC staff and TPC | TPC staff to recommend to TPC based on information above | 3rd month | Staff and TPC time |
| 7. establish approval/rejection criteria and process for FNs and the parties to the Agreement to respond to the TPC's reporting of expenditures | TPC, staff, FNs, parties to the Agreement | TPC and staff to consult with FNs and parties to the Agreement as to the approval and rejection criteria | 4th to 5th month | Staff and consultative costs (mail, telephone, documents, etc.) |

OBJECTIVE 4:
TO DEVELOP GUIDELINES FOR EXPENDITURE
FROM THE TRUST AND EXPEND FUNDS IN
ACCORDANCE WITH THE WORKPLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 5: (page 1 of 2)

To evaluate and respond to requests for fund expenditures according to approved workplan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------|--|---|--|
| 1. establish criteria for selection of requests | TPC staff, TPC | Based on guiding principles and policies, TPC staff to recommend criteria to TPC | Est. 10th month (to be done after the training plan is developed) | This task should be able to be completed in large part by the TPC staff, in consultation with FNs. |
| 2. establish critical dates for the receipt by TPC of applications and proposals | TPC staff, TPC | TPC staff to recommend to TPC for approval | 10th month | TPC staff will have considerable administrative and evaluative work to do to provide recommendations to the TPC. |
| 3. establish receipt and confirmation of receipt procedures | TPC staff | TPC staff to evaluate other requirements and recommend to TPC for approval | 10th month | It is suggested that the TPC staff undergo some training in the evaluation of proposals prior to the end of the 9th month |
| 4. develop policy and procedures | TPC staff, TPC | TPC staff to develop draft policies and procedures for TPC approval | 10th month | Some time will be required of TPC in the initial development and approval of criteria, policy and procedures. Once established, TPC will time will be required to make decisions on proposals based on staff recommendations |
| 5. communicate and consult with FNs on the policy and procedures | TPC staff | TPC staff to consult with FNs and obtain critical feedback on appropriateness (revise if required) | 10th to 11th month | |
| 6. receive proposals and review for completeness with the proposer | TPC staff | TPC staff to receive and review proposals in accordance with established criteria and policy/procedures | At any time after the policies and procedures are established | |
| 7. evaluate and approve or reject requests based on approved policies, procedures and criteria | TPC staff, TPC | TPC staff to review initially and recommend to TPC for approval or rejection | Upon receipt of proposals | |
| 8. based on the evaluation, develop any recommendations to other training or funding programs | TPC staff, | TPC staff, based on information gathered from training plan development, to provide recommendations to TPC | Upon receipt of proposals | |

OBJECTIVE 4:
TO DEVELOP GUIDELINES FOR EXPENDITURE
FROM THE TRUST AND EXPEND FUNDS IN
ACCORDANCE WITH THE WORKPLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 5: (page 2 of 2)

To evaluate and respond to requests for fund expenditures according to approved workplan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------|---|--|---|
| 9. determine the appropriate payment (and payment schedule) to be made from the Trust Fund for approved projects | TPC staff, TPC | Based on guiding principles and policies, TPC staff to recommend to TPC | Upon receipt and approval of proposals | This task should be able to be completed in large part by the TPC staff, in consultation with FNs. |
| 10. communicate with proposer regarding the results of the proposal review | TPC staff | TPC staff, based on approved policies and procedures, to communicate with proposer | Upon approval of proposal | TPC staff will have considerable administrative and evaluative work to do to provide recommendations to the TPC. |
| 11. if successful, communicate with the proposer regarding the reporting and monitoring requirements | TPC staff | TPC staff, based on approved policies and procedures, to communicate with proposer | Upon approval of proposal | Staff will be required to communicate with proposers and in the monitoring of successful projects |
| 12. evaluate all approved projects on a regular basis | TPC staff | TPC staff, based on approved policies and procedures, to communicate with proposer | Upon start of projects and at regularly scheduled times thereafter | It is suggested that the TPC staff undergo some training in the evaluation of projects prior to the end of the 9th month |
| 13. evaluate and revise selection and response procedures on a regular basis in consultation with FNs | TPC staff, TPC | TPC staff to consult with FNs and obtain critical feedback on appropriateness (recommend revisions to TPC for approval) | Annually | Some time will be required of TPC in the initial development and approval of criteria, policy and procedures. Once established, TPC will time will be required to make decisions on proposals and projects based on staff recommendations |

TRAINING POLICY COMMITTEE

Page 57

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 1:

To determine the skills required to implement the UFA

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|-------------------|--|
| 1. review the UFA document and identify all possible skill requirements for implementation | TPC staff, professional services or Working Group | TPC staff to work with contracting team or working group to review, analyze and cross-reference skill requirements | 2nd to 3rd month | Staff time, Professional services (Estimated 2 to \$2,500) |
| 2. review UFA implementation plans and identify all possible skill requirements | TPC staff, professional services or Working Group | TPC staff to work with contracting team or working group to review, analyze and cross-reference skill requirements | 3rd month | Included in above |
| 3. review any FN Agreements and implementation plans and note the skill requirements as identified by the FN | TPC staff, professional services or Working Group | Establish linkage with FN planning, consult with FNs, review for consistencies and indicated priorities | 3rd month | Staff, FN personnel, consultants reports (1-3 weeks) |
| 4. identify any gaps or overlaps between 1, 2, and 3 above | TPC staff, professional services or Working Group | Review for differences/similarities. Establish generic linkages | 3rd month | Staff time, professional services (Estimated at 3 to \$5,000) dependent on information |
| 5. review findings of analysis with FNs and parties to the Agreement | TPC staff, TPC | TPC staff to conduct reviews through brainstorming and consensus building | 3rd month | Staff time (2-3 days) |
| 6. analyze the skill requirements to determine generic and specific skill areas | TPC staff, professional services or Working Group | review and list specific skill areas. Look for linkages and patterns. Establish generic areas | 3rd month | Staff time, Professional services (Estimate 2 to \$3,000) |

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 2:

To determine the current skills existing among FNs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|---|---------------------|--|
| 1. review the identified skill areas required for the implementation of the UFA | TPC staff, professional services or Working Group | Review UFA and collate implications | 2nd to 3rd month | Staff time and professional services (Estimated \$1500) |
| 2. review and analyze current skill assessment data related to FNs that is available | TPC staff, professional services or Working Group | review material available, focus on Yukon and FN specific | 2nd to 3rd month | Staff time and professional services (Estimated \$2,000) |
| 3. review existing data collection devices for cultural and Yukon relevancy | TPC staff, professional services or Working Group | contact data collection services/agencies- request and review models and data collection devices | 2nd to 3rd month | Staff time and professional services (Estimated \$1000) |
| 4. choose, or design, if necessary, an appropriate skill identification device | TPC staff, professional services or Working Group | analyze tool for appropriateness- develop new tool - field test | 3rd month | Staff time and professional services (Estimated 4 to \$6000) |
| 5. based on the selected device and methodology, determine the most appropriate resource to conduct the assessment(employee, FNs, etc.) | TPC staff | research various methodologies - Choose FN preferred method through consultation - Train and test surveyors | 3rd to 4th month | Staff time and professional services (Estimated 2 to \$3000) |
| 6. conduct the assessment and analyze the data | TPC staff, professional services or ?? | conduct survey in collaboration with FNs | 4th to 8th month | Will depend on number of FNs surveys (4 to \$5,000 per FN and will be dependent on information needed) |
| 7. provide an analysis of existing skill levels, interests, aptitudes currently available among FNs and review this analysis with FNs and the parties to the Agreement | TPC staff, professional services or Working Group, FNs, parties to the Agreement | collect and verify data, analyze, provide data grouping and recommendations. Review with FNs | at 7th or 8th month | Staff time and professional services (Estimated \$2500) |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 3:

To determine the gap between required skills and available skills to identify training needs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|---|--|------------------------------|---|
| 1. conduct an analysis of the differences between what skills exist and what skills are required for UFA implementation | TPC staff, professional services | Review available information based on skills assessment and UFA review. Analyze on program basis -by skill level. Identify gaps (analysis) | 8th month | Staff time and professional services (Estimated \$2,000) |
| 2. review with FNs the skills analysis and then review individual FN skill development needs | TPC staff (professional services?) | Review gap analysis. Review known info. for changes. Review TPC and FN expectations in light of this process. FN to provide categorization of needs for skills versus accreditation | 8th month | Staff time, FN time, Professional services (Estimated \$2,000) |
| 3. categorize the skill shortages and identify skill requirement areas with reference to the UFA | TPC staff, professional services, FNs | Use review documentation and priorities set by FNs. Select standard skills categorization tool. Categorize based on FN guidelines | 8th month | Staff time and professional services (Estimated \$2,000) |
| 4. individualize the training needs in FN communities and develop a FN HRD plan | TPC staff, professional services, FNs and FNs staff | Using FN categorization, review and assist in the adjustment of FN training plans to become individualized but consistent with respect to terminology and tools for ease of further analysis | 8th month (one month per FN) | Staff time and professional services if not available on staff (Estimate 3 to \$4,000 per FN) |
| 5. prioritize training needs with the FN | TPC staff, professional services, FNs | Consult with FN to explain process/results. Cross reference FN plans. Have FN state priorities | 8th month (one week per FN) | Staff time, FN time, Professional services (Estimated \$1,500 per FN) |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 4:

To analyze existing training programs for their ability to meet the required training needs, recommend modifications or alternate training programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|--|-------------------|--|
| 1. based on the TPC guiding principles, determine the nature and extent of information required to evaluate existing programs | TPC staff, Professional services or Working Group | Review principles, design information requirement guidelines | 5th month | TPC staff and professional assistance (Estimated \$1,500) |
| 2. develop a training program evaluation tool | TPC staff, Professional services or Working Group | Review existing evaluation tools re: principles and info requirements. Design northern and FN specific tool | 5th month | TPC staff and professional assistance (Estimated \$1,500) |
| 3. solicit and obtain information on existing programs | TPC staff, Professional services or Working Group | Determine where information will be obtained from. Design and distribute questionnaire. Consolidate information. Design analysis format. | 5th month | Dependent on response (2 weeks to 2 months) |
| 4. evaluate the ability of the existing training programs to meet the training needs identified for implementation | TPC staff, Professional services or Working Group | Design evaluation tool. Evaluate and record findings | 5th to 6th month | TPC staff and professional assistance (Estimated \$1,500) |
| 5. recommend modifications or alternative programs | TPC staff, Professional services or Working Group in consultation with program and service providers | Indicate programs shortfalls to agencies. Design method of approach. Record and recommend to TPC and FNs | 5th to 6th month | Staff time - Estimate one month |
| 6. facilitate, as required, the negotiation of modifications to programs for FNs, including costs, timelines, delivery mechanism, curriculum revision, instructor qualifications, etc. | TPC staff, Professional services or Working Group | Present program requirements, review of existing programs and needs of FNs. Negotiate change, timing, facilitation and costing | 6th month | Dependent on number of programs requiring changes, the extent of the required changes and the willingness and ability of the program or service provider to make modifications |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 5:

To develop a resource inventory
of suitable programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|--|--|---|
| 1. research and inventory existing suitable programs as to: - cost - availability - program parameters, etc. | TPC staff, professional services | Cross reference between what is available and what is and/or could be suitable. Pay particular attention to personnel instructing or managing programs | 5th month | Staff and professional services (Estimated 2 to \$3,000) |
| 2. cross reference the inventory with the training needs identified to determine the limitations of existing programs | TPC staff, professional services | Cross reference suitable programs with identified skill areas - noting any gaps in availability (and why) | 5th month | 2 to 3 days per FN (Estimate \$1,000 per FN) |
| 3. determine and prioritize programs required to meet training needs | TPC staff, professional services, TPC | Based on FN priorities record programs for access by need and availability | 5th month | Staff and professional services (Estimated \$500) |
| 4. develop a strategy to provide required and suitable programs to meet the training needs | TPC staff, professional services | Record and analyze programs which cannot be addressed by current institutions. Research alternatives. Develop plan to acquire suitable programs | 5th to 6th month | Staff time and professional service for design and analysis (2 to 6 month dependent on the extent of the model requirements) |
| 5. communicate with FNs, the parties to the Agreement and the agencies responsible for providing appropriate training programs | TPC staff, TPC, FNs | Communicate findings. Present alternatives. Receive direction on preferred approach. Reach consensus | 6th month | Staff time (Time will depend on the amount of feedback required) |
| 6. make further recommendations on programs and modifications required based on FN feedback | TPC staff, professional services | Define additional changes required to meet FN needs. Design change and negotiation approach. Design alternative system for provision of service if required | 6th to 7th month and ongoing review | Dependent on the extent of modifications required |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 6:
To prepare the Training Plan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|---|---|--|
| 1. obtain FNs training plans as source documents | TPC staff, TPC, FNs, FN staff | Receive permission from FN to review FN training plans. Review for similarities and differences in training needs | 9th to 10th month | Staff time |
| 2. analyze FNs training plans to determine generic and specific training plan components | TPC staff, TPC, FNs, FN staff, professional services | Analyze information and formulate specific lists. Consult with FNs to determine generic components | 9th to 10th month | Staff time and professional assistance (Estimated - 3 to \$4,000) |
| 3. assist FNs in the development and revision of their individual training plans for UFA and FNFA implementation | TPC staff, TPC, FNs, FN staff, professional services | Review with FNs the skills inventory, course/program research and compare to the prepared plans. Revise, if permitted, with FN. Priorize training needs based on FN timetable and consensus | 2 to 4 months per FN. Dependent on existing training plans | Staff time and/or professional assistance (costs will vary depending on existing training plans) |
| 4. consult with FNs to achieve consensus on the UFA implementation training plan requirements | TPC staff, TPC, FNs | Group FN plans and priorities. Present similarities and differences to FNs. Achieve consensus on training priorities | 9th to 10th month | 1 to 2 day meeting of FN, Staff and TPC (Costs as per CYI guidelines for travel) |
| 5. prepare UFA training plan and distribute to parties to the Agreement, FNs, IPWG, etc. | TPC staff, TPC, FNs, FN staff, professional services | document results of consultative process. Determine budget requirements. Document preferred presentation, facilitation methodology | 9th to 10th month | Staff and professional services (Estimated - 3 to \$4,000) |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 7:
To determine the requirements for
funding of training plan requirements

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|--|-------------------|--|
| 1. prepare a costing analysis of the training plan by individual program and by delivery mechanism | TPC staff, TPC (possibly professional services) | Review and analyze training programs and estimate costing in consultation with agencies and service providers. Cross reference for existing programs. Note costs for various delivery methods | 9th to 10th month | Staff time and professional services (Estimated - 3 to \$4,000) |
| 2. review for cost effectiveness/efficiency measures which may be possible | TPC staff, TPC, FNs | Create cost analysis and evaluation format. Apply the format to develop an effectiveness guidelines. Analyze data and brainstorm any delivery alternatives to increase efficiencies and effectiveness | 9th to 10th month | Staff time and professional services (Estimated - 3 to \$4,000) |

OBJECTIVE 5:
DEVELOP A TRAINING PLAN FOR THE
IMPLEMENTATION OF THE UFA

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 8:

To analyze existing funding programs as to their ability to meet required training costs and recommend modifications or seek other funding

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--------------------------------------|---|-------------------|--|
| 1. based on the guiding principles of the TPC, determine information required to evaluate existing funding programs | TPC staff, TPC, FNs | Review guiding principles, training plans with respect to funding required/access requirements/ timing / accreditation etc. | 9th month | Staff, FNs time |
| 2. design the data collection and evaluation instruments | TPC staff and professional services | Review data collection models. Select or modify model (and field test) as required by unique needs of the training plan | 9th month | Staff time and professional service (Estimate 2 to \$3,000) |
| 3. request and obtain information on existing funding programs | TPC staff, funding agencies | Request information from funders on specific programs. Follow-up as required | 9th to 10th month | Dependent on response (1 to 2 months) |
| 4. evaluate ability of existing funding programs to meet training plan funding requirements | TPC staff and professional services | Review data as collected. Summarize findings. Review with FNs as to their past experiences. Note access needs | 9th to 10th month | Staff time and professional service (Estimate 2 to \$3,000) |
| 5. recommend modifications to existing funding programs or seek alternate funding | TPC staff, TPC | Recommend modifications based on findings and FN advice (personal and functional) | 10th month | Staff time (will be dependent on response 3 to 4 weeks) FNs time for consultations |
| 6. facilitate, when necessary, the negotiation of modifications to funding programs which may be required | TPC, Staff and FNs, funding agencies | Meet as required to present findings, recommend modifications and negotiate change | 10th month | Staff and TPC, FN time (will depend on agencies and program under discussion) |

TRAINING POLICY COMMITTEE

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 9:

To develop an inventory of suitable funding programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|--|--------------------|--|
| 1. research and inventory suitable funding programs including information on: <ul style="list-style-type: none"> - availability of funds - access methodology - proposal evaluation criteria, etc. | TPC staff, FN input and professional service | Research available funding sources. Review training needs against established proposal criteria. Develop an inventory for use by FNs | 10th to 11th month | Staff, FNs time and professional services (Estimated - \$2,000) |
| 2. analyze and develop a listing of training programs requiring funding for which existing or modified funding programs will not be able to address | TPC staff and FNs | FNs and TPC staff to review existing training plans and link wherever possible to those criteria from funding sources | 10th to 11th month | Staff, FNs time and professional services (Estimated - \$4,000) |
| 3. research alternate funding sources and methodologies (private foundations, experimental projects, etc.) | TPC staff, FN input and professional service | obtain various funding source listings and contact for suitability. Develop an alternate funding source list | 10th to 11th month | Staff, FNs time and professional services (Estimated - \$4,000) |
| 4. communicate this information to individual FNs and agencies which have the mandate or responsibility to provide funding for the training plan | TPC staff, FNs, TPC and agencies responsible | Document and release as required | as required | As required to provide document and update |

OBJECTIVE 5:
DEVELOP A TRAINING PLAN FOR THE
IMPLEMENTATION OF THE UFA

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 10:

To compare the inventories of suitable programs to suitable funding sources

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------|---|-----------------------------|---|
| 1. compare the prepared inventory of suitable training programs with the inventory of suitable funding programs | TPC staff and FNs | Review the prepared inventories. Compare the inventories for obvious and less obvious "fits" | 11th month | Staff time and FNs (dependent on FN participation) |
| 2. provide recommendations as to the "best fit" between the training programs and funding sources in order to maximize the effectiveness and efficiency of the funding available | TPC staff and FNs | Obtain best information for possible connections between funds and programs in training plans. Develop report and recommendations | 11th month | Staff time for report and recommendations development |
| 3. provide this information to FNs | TPC staff, FNs | Provide report to FNs | 11th month and as requested | Staff time (minimal) |

TRAINING POLICY COMMITTEE

Page 67

OBJECTIVE 5: DEVELOP A TRAINING PLAN FOR THE IMPLEMENTATION OF THE UFA

ACTION PLANS (92/06/19)

TASK 11:

To monitor the UFA implementation process to identify any modifications to the training plan that may be required

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|----------------------------------|---|
| 1. monitor all FN UFA implementation training which may or may not have been reviewed by the TPC | TPC staff, FNs and occasional review by professional services | Communicate regularly with FNs as to training that is being undertaken or planned. Develop format and process for information gathering. Receive FNs approval for data gathering | Ongoing from day one | Staff time and professional services (evaluator, or skills on staff?) |
| 2. review, with FNs, the training plans and identify any implementation activities that may not have been identified previous to implementation | TPC staff, FNs | Periodic reviews and joint TPC FN meeting to share information. Rely on FNs to identify emerging needs | Ongoing from day one | Staff and FN time for information sharing (Dependent on format for exchange of information) |
| 3. provide for regular review and, if necessary, any modification to the training plan | TPC, TPC staff and FNs | Develop and implement a review policy and process with FNs | Ongoing from day one | Staff and TPC time, FNs |
| 4. monitor funding sources for new funding programs or changes to funding programs which may affect implementation training | TPC staff and FNs | Provide monitoring service on funding and programs for FNs (eg. Subsidies manual, Treasury Board reports, mailing lists, contacts, memberships, Etc. | Ongoing from day one | Staff time - ongoing activity (minimal) |
| 5. communicate the information on any changes to training needs and funding programs to FN's, funding agencies, deliverers of programs, parties to the Agreement, etc. | TPC staff, FNs, etc. | Use communications process as required for information provision to and from FNs | Ongoing from day one as required | Staff, TPC and FN time |

OBJECTIVE 6:
TO ESTABLISH TRAINING PROGRAMS IN
ACCORDANCE WITH THE WORKPLAN
AND TRAINING PLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 1:

To determine the responsibility of governments and agencies other than the TPC for establishing training programs for implementation of the UFA

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------------------|---|---|---|
| 1. analyze the proposed programs and funding to determine which programs or funding can be negotiated as a responsibility or partial responsibility of agencies other than the TPC | TPC staff, TPC | TPC staff to provide analysis to TPC based on training plan, available funding and delivery agency mandates | Approximately the 9th month (to be done after training plan developed and approved) | Staff time |
| 2. carry out the necessary negotiations for programs to be established as a responsibility or partial responsibility of agencies other than the TPC | TPC, parties to the Agreement | TPC to establish meeting with parties to the Agreement based on analysis | 9th to 10th month | Staff and TPC time |
| 3. in selected programs provided through other agencies ascertain the feasibility of increasing the input and control by FNs | TPC, parties to the Agreement | TPC to determine in negotiations with parties to the Agreement | 10th to 11th month | Staff and TPC time |
| 4. research alternative methods of program delivery | TPC staff, professional services | TPC staff to obtain services to undertake research study | 9th to 10th month | Staff time and professional service (Estimate - 3 to \$4,000) |
| 5. analyze programs through other agencies to determine which need modification to implement the training plan within FN objectives and principles | TPC staff, professional services | TPC staff to obtain services to analyze and recommend modifications | end of 1st 12 months | Staff time and professional service (Estimate - 3 to \$4,000) |
| 6. propose and establish modifications to programs prior to establishing new programs through other agencies | TPC staff, TPC, Agencies | TPC staff to provide recommendations to TPC. Negotiate with agencies for modifications | end of 1st 12 months | Staff and TPC time |
| 7. monitor and evaluate regularly all training programs established through agencies other than the TPC | TPC staff, TPC | TPC staff to monitor and evaluate programs and provide recommendations to TPC for decisions | ongoing after 1st year | Staff and TPC time (Recommend training for TPC staff on evaluation and monitoring take place prior to completion of the Training Plan |

OBJECTIVE 6:
TO ESTABLISH TRAINING PROGRAMS IN
ACCORDANCE WITH THE WORKPLAN
AND TRAINING PLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 2:

To determine the responsibility of the TPC
for establishing training programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|----------------------|--|---|--|
| 1. considering the interim and future roles of the TPC, and the prioritized training plan requirements, determine and prioritize the programs which are required, but are not available through agencies other than the TPC | TPC staff | TPC staff, based on an analysis of the training plan to provide recommendations and information to TPC for decisions | Approximately the 9th month (to be done after the preparation of the approved Training Plan | Staff time |
| 2. determine the amount of funding available for establishing training programs through the TPC, taking into account: <ul style="list-style-type: none"> - the guidelines for expenditure of funds, - the annual budget, and - tasks in the workplan | TPC staff, TPC | TPC staff to provide analysis and recommendations to TPC | 9th to 10th month | Staff and TPC time |
| 3. determine the feasibility of the TPC to establish training programs | TPC staff, TPC | TPC staff to provide recommendations to TPC for decisions | near the end of the 1st 12 months | Staff and TPC time |
| 4. establish training programs initially as pilot projects | TPC staff, TPC, FNs | TPC staff to work with FNs in the development and establishment of pilot projects | After 1st year | Dependent on project and funds available - Trust funds to be used if required |
| 5. monitor and evaluate regularly all training programs established through the TPC | TPC staff, TPC | TPC staff with FNs to provide monitoring and evaluation information to TPC | Ongoing after the 1st year | Staff time - Training for monitoring and evaluation for staff and FNs to be provided |

TRAINING POLICY COMMITTEE

OBJECTIVE 6: TO ESTABLISH TRAINING PROGRAMS IN ACCORDANCE WITH THE WORKPLAN AND TRAINING PLAN

ACTION PLANS (92/06/19)

TASK 3:

To seek and provide funding for training programs through the TPC and other agencies

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|---|---|
| 1. catalogue and assess the availability of funding on an ongoing basis and the availability of funding on an irregular short-term basis from the TPC and other agencies for all training programs, based on: <ul style="list-style-type: none"> - the guidelines for expenditures, - the data concerning available funding, and - the training requirements | TPC staff, professional services | TPC staff to arrange for contract for professional services to catalogue and assess based on principles and policies of TPC and the requirements of the Training Plan | Approximately the 11th or 12th month (must be done after the approval of the Training Plan) | Staff time and professional services (Estimate 3 to \$5,000) |
| 2. as part of the annual budget deliberations in the year previous to the budget year, negotiate funding with other agencies through the established consultative arrangements, and determine funding available for programs through the TPC | TPC staff, TPC, agencies, parties to the Agreement | TPC to prepare for TPC to negotiate with other agencies and parties to the Agreement | After the 1st year | Staff and TPC time for negotiations |
| 3. determine and write policy and guidelines for providing funding to programs through other agencies or through the TPC | TPC staff, TPC | TPC staff to prepare draft policies for TPC revision and adoption | After the 1st year | Staff and TPC time |
| 4. review and revise funding guidelines as needed | TPC staff, TPC, FNs | TPC staff, in consultation with FNs and based on information gathered from negotiations, to provide recommendations to TPC | Ongoing after the 1st year | Staff time and training required in monitoring and evaluation (include FNs) |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX F

Part 1

YUKON RIVER DRAINAGE BASIN SALMON HARVEST STUDY

Purpose

The purpose of the Yukon River Drainage Basin Salmon Harvest Study is set out in UFA chapter 16, Schedule A, 3.2.

Terms of Reference

As soon as practicable after the effective date of Settlement Legislation, the Council for Yukon Indians and the Minister of Fisheries and Oceans each shall designate a representative(s) to negotiate the terms of reference for the Harvest Study. The terms of reference shall include the matters set out in UFA chapter 16, Schedule A, 3.2.

The Council for Yukon Indians and the Minister shall negotiate the terms of reference within the time identified in UFA chapter 16, Schedule A, 3.5.

Appointment of a Contractor

The Council for Yukon Indians and the Minister will jointly appoint a contractor pursuant to UFA chapter 16, Schedule A, 3.7. Failing agreement, either party may refer the matter of the appointment to arbitration under UFA 26.7.

Conduct of Harvest Study

The contractor appointed pursuant to UFA chapter 16, Schedule A, 3.7 and 3.8 shall carry out the study in accordance with the terms of reference.

Budget

Canada will make available a sum of up to \$1,500,000 dollars (1992 \$) to complete the Harvest Study. The budget for the study will be based on the terms of reference and with consideration to UFA chapter 16, Schedule A, 3.4. The budget may include expenses for technical and professional personnel, equipment and supplies, and administration.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Determination of Basic Needs Allocations After Completion of Study

After the completion of the Harvest Study, Basic Needs Allocations shall be set for each affected Yukon First Nation at the level calculated pursuant to UFA chapter 16, Schedule A, 3.9.1 or by negotiation pursuant to UFA chapter 16, Schedule A, 3.9.2. through 3.9.4.

Determination of Basic Needs Allocations Prior to Completion of Study

Prior to the completion of the second year of the Harvest Study and upon request by a Yukon First Nation, the Minister and the Yukon First Nation may negotiate a Basic Needs Allocation in accordance with UFA 16.10.3. Thereafter the Harvest Study shall no longer include that Yukon First Nation.

ANNEX F

Part 2

YUKON FIRST NATION FINANCIAL INSTITUTION VIABILITY STUDY

Terms of Reference
for
Examination of Viability
and
Determination of Supportive Measures

Requirement

UFA 22.8.1 requires the Parties to examine the viability of a Yukon First Nation controlled trust company within two years of the enactment of Settlement Legislation.

UFA 22.8.2 requires Canada and Yukon to take such measures as may be necessary and are reasonable to enable Yukon First Nations to establish such an institution, if the concept appears viable.

Scope

The concept to be examined should be "a Yukon First Nation controlled financial institution", as reflected in the title given by the Parties to UFA 22.8.0. The examination thus would refer to a trust company, as well as any other form of financial institution which may be appropriate.

As soon as practicable after the effective date of Settlement Legislation, CYI, Yukon and Canada shall each designate a representative to determine procedures and methodology. The representatives of Canada and Yukon shall be senior representatives with relevant experience.

The matters described in UFA 22.8.0 should be approached in the spirit of enabling Yukon First Nations to proceed with a financial institution in a manner which provides a reasonable prospect of success. Responsibility for assessing the viability of the enterprise should reflect the balance of risk that would be taken in the initiative.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Design

The Parties' representatives shall consider a study design as follows:

Phase 1:

- (a) consideration of the results of existing studies, including:
 - "Yukon Trust Company", a study submitted to the Yukon Development Corporation by Peat Marwick in September 1990; and
 - "National Native Economic Institutions", a study prepared for the DIA Native Economic Development Advisory Board by Wm. Barrett & Associates in 1984;
- (b) consideration of existing models for First Nation financial institutions, including the Peace Hills Trust Company and current initiatives in the Northwest Territories, Ontario and British Columbia;
- (c) consideration of the experience and market conditions of the financial services industry, with particular reference to the experience of regional institutions in Yukon and western Canada;
- (d) identification of Yukon First Nation objectives and requirement for a YFN-controlled financial institution and selection of the preferred form of institution; and
- (e) presentation to Government and Yukon First Nations of the results of Phase 1.

Phase 2:

- (a) the detailed design of the preferred form of financial institution, including:
 - the corporate organization required;
 - the scope of business, including the financial services to be provided;
 - marketing requirements;
 - joint venture alternatives;
 - identification of the financial, regulatory and policy conditions and supportive measures required for successful operation;

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- (b) recommendation and discussion with First Nations with respect to adoption of the detailed design; and
- (c) presentation to Government of the results of Phase 2.

Phase 3:

- (a) identification and negotiation among the Parties, as appropriate, of such measures as may be necessary and as are reasonable and which Government shall take pursuant to UFA 22.8.2; and
- (b) pre-incorporation activities to establish the institution, including corporate organization and training, the conclusion of any joint venture arrangements which may be appropriate, and the development of marketing activities.

Conduct

The representatives of Canada and Yukon shall work co-operatively with CYI by providing relevant information and technical support as may be required, and by providing input with respect to the viability of the institution and the supportive measures which Government may take.

The work should proceed so as to enable Phase 3 to be undertaken in the second year after the effective date of Settlement Legislation.

Funding

The financial requirements of this Annex shall be addressed by the Parties from existing resources and financial assistance programs and such other sources as to which the Parties may agree.

It is expected that support for pre-incorporation activities may be provided through such Government programs as may be available, with such modification or supplement as may be required to give effect to UFA 22.8.2.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX G

ARRANGEMENTS TO IDENTIFY THE IMPACT OF SETTLEMENT

AGREEMENTS ON GOVERNMENT REGULATORY REGIMES (UFA 28.3.3.4)

"Government Regulatory Regime" means any system or structure which is established by Government to control, direct, regulate, restrict or prohibit activity and includes any rules regulations, orders or bylaws made by Government under the authority of any Act of the Yukon Legislative Assembly or Parliament, and any Government regulatory tribunals.

As soon as practicable, the Governments of Canada and the Yukon ("Governments") shall review Government Regulatory Regimes ("Regimes") that may be inconsistent with the provisions of Settlement Agreements. The Governments shall identify the Regimes and propose changes to make them consistent with the Umbrella Final Agreement.

The Governments shall provide Yukon First Nations with an outline of the Regimes that are affected by Settlement Agreements and shall provide details with respect to the proposed changes. Yukon First Nations may provide comments to the Governments with respect to the proposed changes and with any additional comments with respect to Regimes that may not have been identified by the Governments. The nature of the consultation with the Yukon First Nations will vary depending on the extent and complexity of the amendments required. The Parties may agree to establish specific arrangements to ensure an effective process of consultation.

The Governments shall consider the comments received from the Yukon First Nations, and shall complete the process of making changes to the identified Regimes within a reasonable period of time, which may vary depending on the nature and extent of the modifications required. The Governments shall notify Yukon First Nations of changes to the Regimes once they have been made.

With respect to ensuring that the paramountcy of the Umbrella Final Agreement is respected, the Governments shall endeavour to ensure that their personnel are aware of any inconsistencies between the Umbrella Final Agreement provisions and existing Regimes.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX H

RESOURCES AND MEANS FOR SALMON ENHANCEMENT

IN YUKON

Pursuant to UFA 28.3.3.6, the Salmon Sub-Committee may make recommendations to the Minister of Fisheries and Oceans and to Yukon First Nations on resources and means for Salmon enhancement in the Yukon.

In determining its recommendations, it is recommended that the Sub-Committee:

- (a) invite and give full consideration to the recommendations of Renewable Resources Councils;
- (b) identify needs, opportunities and priorities for enhancement measures, including measures for habitat restoration, to be undertaken;
- (c) consider existing enhancement measures and programs in Yukon, as well as measures and programs proposed or being undertaken elsewhere in the Pacific Region;
- (d) consider the social, economic and environmental costs and benefits of particular enhancement measures;
- (e) address the need to monitor and assess the viability of the measures it may wish to recommend;
- (f) consider and address the acceptability to affected Renewable Resources Councils and Yukon First Nations of the measures it may wish to recommend;
- (g) consider and address the need to ensure that the benefits of Salmon enhancement are protected, including appropriate enforcement activities;

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

- (h) consider the technical support which may be provided by the Department of Fisheries and Oceans at the community level for the identification, planning and implementation of enhancement measures;
- (i) consider both traditional and scientific knowledge and techniques of enhancement;
- (j) consider the training and economic opportunities which may arise from the undertaking of enhancement measures;
- (k) consider and address sources and means of financial support for the measures it may wish to recommend;
- (l) review and consider such information as may be available concerning stock assessments and habitat conditions, and the need for co-ordination of enhancement undertakings with Salmon management plans and initiatives; and
- (m) recommend to Renewable Resources Councils and Yukon First Nations measures suitable for implementation at the community or regional level.

It is acknowledged that the Department of Fisheries and Oceans' resources and means for Salmon enhancement in the Yukon will be constrained within the budgets which exist from time to time. It is expected that the Sub-Committee, Renewable Resources Councils, Yukon First Nations and the Department of Fisheries and Oceans will work co-operatively to identify and secure increased levels of financial support for Salmon enhancement. It also is recognized that the need, interest and financial support for Salmon enhancement measures in Yukon may increase with the favourable conclusion of a Yukon River agreement in the Treaty between the Government of Canada and the Government of the United States of America concerning Pacific Salmon.

SCHEDULE I

FINANCIAL PAYMENTS

(PARTS 1-6)

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

SCHEDULE 1

PART I (1992\$) GOVERNMENT OF CANADA FUNDING TO INSTITUTIONS

| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 |
|---------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Surface Rights Board | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 | 124,944 |
| Yukon Land Use Planning Council | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 | 447,519 |
| Dispute Resolution Board | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 | 100,604 |
| Salmon Sub Committee | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 | 159,354 |

PART 2 (1992\$) GOVERNMENT OF CANADA FUNDING FOR PROJECTS

The Government of Canada agrees to provide up to \$7,428,000 for Regional Land Use Planning.
The Government of Canada agrees to provide up to \$1,500,000 for the Yukon River Drainage Basin Salmon Harvest Study.

SCHEDULE 1

[illegible][illegible][illegible]

SCHEDULE 1

Part 5 - Fiscal Year Adjustment Factor

A. Adjustment to Fiscal Year

Annual amounts shall be normalized to the appropriate fiscal year as follows:

The first fiscal year amount is determined by multiplying the annual amount for Year 1 by "P". In subsequent years the fiscal payment is determined by multiplying the annual amount for the appropriate year by "P" and adding to this the product obtained by multiplying the previous year's annual amount by (1-P).

where

P = The number of days remaining in the fiscal year on the date Settlement Legislation comes into force divided by 365 days.

| <u>Year</u> | <u>Fiscal year amount</u> |
|-------------|---|
| 1 | Year 1 amount x P = _____ |
| 2 | Year 2 amount x P + Year 1 amount x (1-P) = _____ |
| 3 | Year 3 amount x P + Year 2 amount x (1-P) = _____ |
| 4 | Year 4 amount x P + Year 3 amount x (1-P) = _____ |
| 5 | Year 5 amount x P + Year 4 amount x (1-P) = _____ |
| 6 | Year 6 amount x P + Year 5 amount x (1-P) = _____ |
| 7 | Year 7 amount x P + Year 6 amount x (1-P) = _____ |
| 8 | Year 8 amount x P + Year 7 amount x (1-P) = _____ |
| 9 | Year 9 amount x P + Year 8 amount x (1-P) = _____ |
| 10 | Year 10 amount x P + Year 9 amount x (1-P) = _____ |

SCHEDULE 1

PART 6 - Annual Adjustment

1.0 The Annual Adjustment (Annual Price Escalator) for a fiscal year is equal to the sum of 1.0 plus the Three-Year Moving Average Rate of Change of Price as measured by the Federal Domestic Demand Implicit Price Index (FDDIPI) for that fiscal year.

2.0 Three Year Moving-Average Rate of Change of Price

The Three Year Moving-Average Rate of Change of Price for a fiscal year is equal to

(i) the sum of the annual rates of change of price for each of the three immediately preceding calendar year divided by

(ii) 3.0

where the most recent of the three immediately preceding calendar year is the calendar year ending December 31 in the immediately preceding fiscal year.

3.0 Annual Rate of Change of Price

The Annual Rate of Change of price for a calendar year is equal to

(i) Latest Official Estimate of the Price Index in that calendar year less the Latest Official Estimate of the Price Index in the immediately preceding calendar year, divided by

(ii) Latest Official Estimate of the Price Index in the immediately preceding fiscal year.

4.0 Latest Official Estimates of the Price Indexes shall be measured on December 31 in the year preceding the effective date of the Plan.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

SCHEDULE 2

FINANCIAL PAYMENTS

(PARTS 1-3)

SCHEDULE 2

| | | | | | | | | | | |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|

| | | | | | | | | |
|---|-----------|---------|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Implementation Fund | 4,162,008 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Implementation Planning Fund | 215,000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training Trust | 3,552,742 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wildlife Trust | 270,478 | 270,478 | 270,478 | 270,478 | 0 | 0 | 0 | 0 |
| Indian Act Section 87 Compensation UFA 20.6.5* UFA 20.6.6* | 0 0 | 0 0 | 12,978,000 1,438,910 | 0 1,438,910 | 0 1,438,910 | 0 1,438,910 | 0 1,438,910 | 0 1,438,910 |

PART 2 (1992\$) GOVERNMENT OF YUKON FUNDING FOR SPECIFIC PURPOSES

[illegible]

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

SCHEDULE 2

PART 3 (1992\$) GOVERNMENT OF CANADA FUNDING TO CYI

[illegible]

